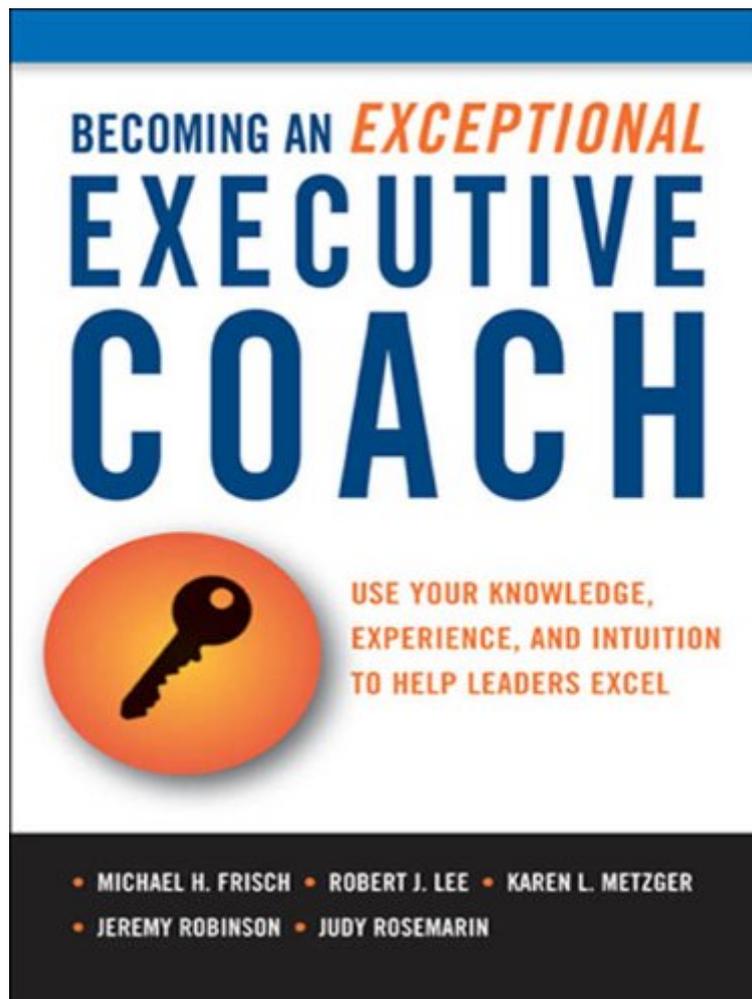


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# Becoming An Exceptional Executive Coach: Use Your Knowledge, Experience, And Intuition To Help Leaders Excel



## Synopsis

Discover the key to becoming an extraordinary coach. Coaching is more than simply learning a process and set of skills. Exceptional coaches draw on their professional experience, knowledge of organizationally relevant topics, strong helping skills, coaching-specific competencies, and most important, their ability to use their own intuition in the service of the client. *Becoming an Exceptional Executive Coach* is the first book that brings all of these elements together to guide readers in developing their own personal model of coaching. Beginning with a self-assessment, readers will examine the core content areas crucial in any coach's work, from engagement and goal setting to needs assessment, data gathering, feedback, and development planning—and then learn how to combine that knowledge with the unique perspective they bring to the table as individuals in order to achieve maximum coaching effectiveness. Each chapter includes a case study that brings the practice of coaching to life. Tools include charts, development plans, contracts, and more, plus ongoing discussion of the role of coaching in organizational contexts.

## Book Information

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## Customer Reviews

There are many books on coaching. Yet, to me the most immediately valuable aspect of this book was the concept of creating your 'Personal Coaching Model' - the thing which differentiates you from millions of other practitioners out there. Also, in accepting that there are several different types of executive coach and discussing a rationale for segmentation of the market, where you may fit and why. Contrast this with many books which provide only the author's solutions and are really designed to sell methodologies in a licensed business model. Further, the book talks about practical, typical dilemmas faced by coaches every day - such as the consulting/coaching relationship, dynamics of client interaction and managing the whole engagement. It seems to me that many executive coaching practitioners send confused messages to the market. They don't know whether they are HR, OD, Consultants, business coaches, career or personal coaches and they seem to switch hats depending upon business opportunities at the time. This book can really help with your focus and the fabric behind it based upon your preferences, personal experience, interests, competencies and skills. If nothing else, it may help you gain clarity on what to tell your clients to avoid confusion, or if an internal coach, how to explain your approach to others. For me, compared with many other books on this subject, this one stands out as highly practical and actionable, making the link between the big picture of what you think you are, to the delivery which tells a client you are what you say you are - invaluable.

I have plodded through too many coaching articles and books that are dry and academic, or that are too elementary. This book holds your interest in the stories the authors provide from their own coaching and supervision experiences, and through their insights on how to motivate change. There are many tips and ready-to-use tools. I enjoyed the tips on delivering feedback and the tool for heightening self-awareness of diversity and how that impacts coaching. This is a book I will turn to repeatedly in my own consulting practice.

For the novice coach, *Becoming an Exceptional Executive Coach* is clearly a valuable resource. Its description of coaching reflects the authors' years of experience and deep knowledge about the field. They give a clear picture of the coaching process, showing what it takes to have a successful coaching engagement and how to steer clear of the many pitfalls that can derail it. For the more seasoned coach, this book functions well as a kind of self-assessment tool for your current practice. The topics range from practical matters, such as how to design effective coaching contracts to more philosophical matters, such as identifying your evolving beliefs about how people develop and change. Like an ideal coach, they never prescribe or judge, but gently and firmly guide you by

raising questions that allow you to describe your current strengths and map out areas where your coaching skills and practice could to be improved. It's refreshing to find such an ideal book to re-energize your professional journey.

This book is a gift to coaches. It is the most comprehensive resource on the market for developing a professional and effective coaching practice. With no stone left unturned, the only unanswered question the reader will have is how five leading coaches with different personal models managed to collaborate on exceptional authorship.

Really appreciate the new insights I learned in this book. It is for any coach who is looking to expand their niche and or client base. If you are seriously considering making a change in your coaching career, this book outlines the ins and the outs of what is entailed in becoming an executive coach. Executive coaches have far different needs than many other coaching clients. To better serve the executives you are wishing to coach, I discovered this book contained information I would not have otherwise understood. I definitely feel more confident after reading this book. It has helped me shape my current perceptions of my coaching practice as well as my future business decisions.

This book provides much more than content that can inform your development as a coach (although it has the best content I have read so far concerning coaching). Later chapters guide you through a process to design your own approach to executive coaching based on your experiences, training and values. You have to work to use this book fully, but that's because you are fully engaged in thinking about who you are and what you have to offer. This prepares you to be an exceptional coach, as the title suggests. I highly recommend this book for anyone new to the field.

A book for those concerned with leadership and management change. This is important as the largest weakness in companies is execution. The book uses numerous examples to explain concepts, plus providing many samples and templates for the practitioner. Having a committee write a book means it come with a lack of personality to spice up the pages. However this is a reasonable base book for the beginning coach.

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