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creativity; THE BOSS knows the answers, THE COACH seeks the answers; THE BOSS wants to. achieve compliance, THE COACH inspires commitment; THE BOSS is focused only on results, THE COACH balances focus on process and performance; THE BOSS tries to get the most

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□ A coach acts as a guide by challenging and supporting people in achieving their personal and organizational performance objectives. If this is done as a trusted learning partner, people feel helped by the coach and the process. □ The coaching process becomes the foundation for creating the true high-performance,

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It guides leaders, managers, and entire teams who want to enhance or master their coaching skills through 2 critical aspects of coaching: 1. establishing authentic, healthy and respectful coaching relationships, and 2. organizing and conducting the actual coaching conversations that lead to

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commitments for positive results that both the coach and the coachee are willing to support.

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As a professional certified coach, I love this book and use it as a resource in the programs I facilitate on leadership development and business coaching. Tom has such BIG HEART and through this book he provides a wonderful road map on how managers and leaders can begin to create more high performance work teams.

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What is the best way to navigate the tough challenge of coaching someone productively? What is the best way to both challenge the individual while providing sufficient space for them to own their personal learning? When is the best situation in which to intervene? Such challenging questions are at the heart of this engaging dialogue between LEI's Deb McGee and coach Jeff Smith.

Tackling the Problems at the Heart of Coaching
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Using HEART as an acronym, five elements of effective coaching are presented: Humility, Encouragement, Authenticity, Relationships, and Toughness. Descriptors: Coaching (Performance) , Athletic Coaches , Interpersonal Relationship , Athletes , Positive Reinforcement , Individual

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At its core, the process in Thomas G. Crane's *The Heart of Coaching* consists of three parts: the foundation, the feedback loop and the forwarding-the-action phase. Not too much, right? And yet so much more! Crane takes each phase and breaks it down into his most basic steps.

The Heart of Coaching | Actionable Books

Kauffman C. "Positive Psychology: The Science at the Heart of Coaching," in Stober DR and Grant AM, eds., *Evidence-Based Coaching Handbook: Putting Best Practices to Work for Your Clients* (Hoboken, N.J.: John Wiley, 2006), pp. 219-53.

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The heart of a coach is the key to the power of coaching. As coaches, we imitate Jesus and give our clients unconditional love, unconditional support and an unconditional belief in who they were made to be. We give the free gift of an unconditional relationship to our clients, and that empowers them to change in ways they never could on their own.

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