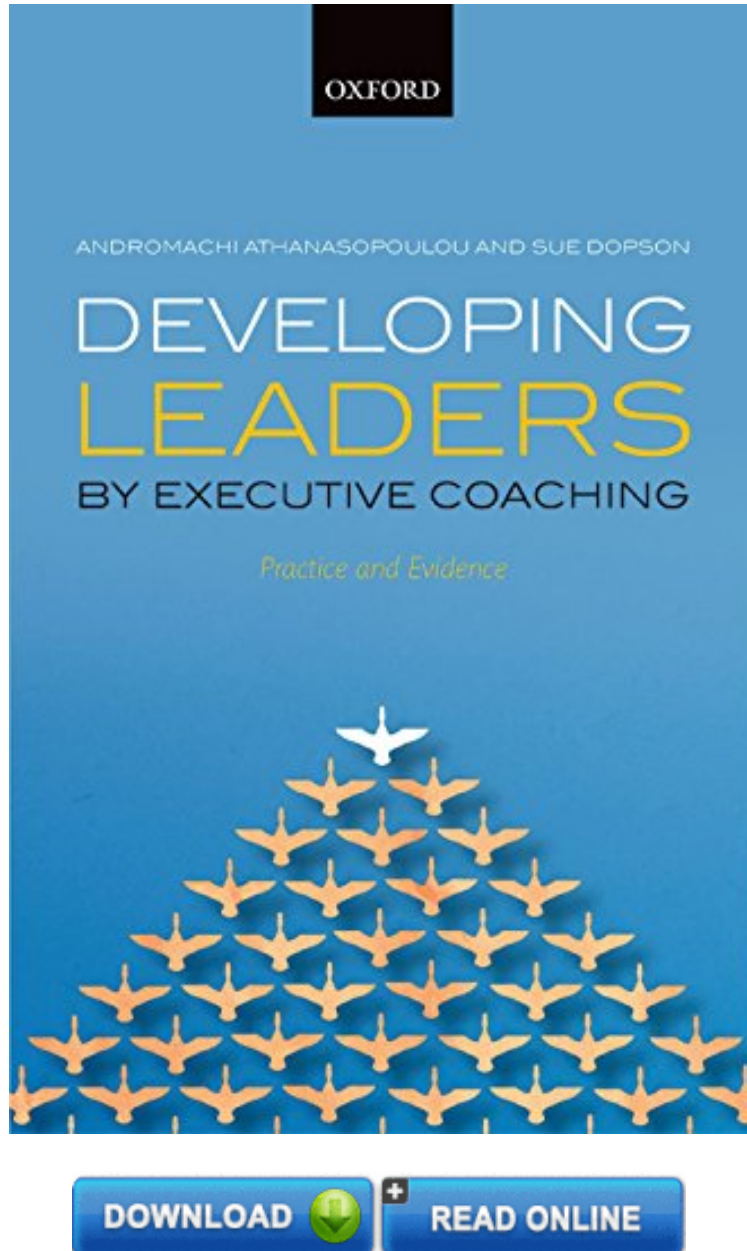


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Developing Leaders by Executive Coaching: Practice and Evidence

Andromachi Athanasopoulou, Sue Dopson
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Executive coaching is a professional and personal development intervention that organizations introduce to address and improve those areas in managers and leaders behavior, attitude, and interactions with others that do not allow him/her to work at full potential and also to further improve one's own strengths. The end objective, besides the development of the managers and leaders, is for the organization to benefit in the long-run from the coachee's improved performance. The book provides a comprehensive overview of the executive coaching field both in terms of practice and in terms of relevant research on executive coaching outcomes. It assesses the empirical research on executive coaching outcomes and links the executive coaching field with the fields of leadership and leadership development. The book will be of value to both practitioners (coaches, HR professionals, executives, consultants etc.), academics and researchers with an interest in coaching or leadership development.

About the Author Andromachi Athanasopoulou, Associate Fellow and Junior Research Fellow in Management, Said Business School, University of Oxford, Sue Dopson, Rhodes Trust Professor of Organisational Behaviour, Said Business School and Fellow of Green Templeton College, University of Oxford. Andromachi Athanasopoulou is an Associate Fellow - Executive Education at the Said Business School, University of Oxford and a Junior Research Fellow in Management at the University's Green Templeton College. Her areas of expertise are organisational behaviour (organisational change, leadership development and sensemaking) and corporate social responsibility. She has been co-organising for two years a management training programme for medical trainees at Green Templeton College and has taught at undergraduate, postgraduate and executive education level at the University of Oxford. Andromachi has been publishing peer-reviewed articles and book chapters and has presented her research in the fields of corporate social responsibility and leadership at several international conferences. She regularly reviews submissions for academic journals and has served as an associate editor for the annual Academy of Management Meeting where she has also received an outstanding reviewer award by the Sue Dopson is Rhodes Trust Professor of Organisational Behaviour at the Said Business School. She is also a Fellow of Green Templeton College, Oxford, and Visiting Professor at the University of Alberta, Canada. She is a noted specialist on the personal and organisational dimensions of leadership and transformational change, especially in the public and healthcare sectors. Sue - an experienced coach herself - leads the Oxford Coaching Community for the Said Business School's Executive Education. Sue is involved in a number of highly innovative executive development programmes. She teaches on the Oxford Advanced Management and Leadership Programme, the Oxford Strategic Leadership Programme, and Consulting and Coaching for Change, as well as programmes delivered to clients in the Middle East. Sue's research centres on transformational change in the public and healthcare sectors. She has written and edited many major works on this topic.