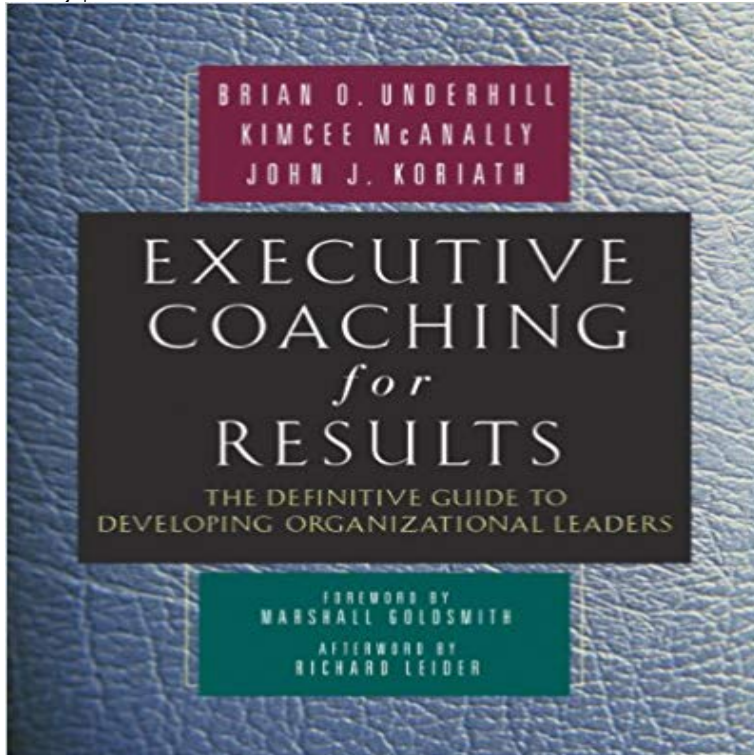


Executive Coaching for Results: The Definitive Guide to Developing Organizational Leaders



The first comprehensive guide to using executive coaching in organizations Based on the authors rigorous original research with dozens of leading companies Includes extensive case studies, examples of coaching tools, advice on measuring ROI, and much moreThe field of executive coaching is growing at an astonishing rate. Corporations are increasingly turning to coaching as an intervention, as it offers leaders and managers both on-the-job learning and built-in follow-up. Human resource and leadership development practitioners must wade through a wilderness of conflicting information about when to use coaching, how to do it well, and how to evaluate the cost-effectiveness and success of any coaching intervention.Executive Coaching for Results helps this critical leadership development technique come of age. This is not a how-to-coach bookthere are already plenty of thosebut rather a comprehensive guide on how to strategically use coaching to maximize development of talent and link the impact of coaching to bottom-line results. Underhill, McAnally, and Koriath draw on their rigorous original research with Fortune 1000 and Global 500 companies such as Dell, Sony, Johnson & Johnson, Disney, Unilever, Wal-Mart, and many others to cover topics like coaching as part of an overall leadership development strategy; typical activities and instruments used during coaching; costs of coaching; development of an internal coaching program; selection of the right coach for the job; the ROI of coaching; follow-up after coaching; and much more.Offering practical learning, best practices, and illuminating case studies, this is the first definitive guide to the effective use of executive coaching in the corporate environment.

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