

john whitmore coaching for performance

John Whitmore Coaching for Performance: Unlocking Potential Through Transformational Coaching

john whitmore coaching for performance has become a cornerstone concept in the world of personal development and leadership training. His pioneering work set the foundation for what modern coaching looks like today, especially in terms of achieving lasting performance improvements. If you've ever wondered how coaching can truly transform an individual or organization, understanding Whitmore's approach offers valuable insights into unlocking human potential through purposeful questioning and self-discovery.

Who Was John Whitmore and Why His Coaching Matters

John Whitmore was a former racing driver turned coach who revolutionized performance coaching by introducing the GROW model, an acronym for Goal, Reality, Options, and Will. His philosophy goes beyond traditional command-and-control management styles, emphasizing that real growth comes from empowering individuals to find their own answers rather than simply being told what to do.

Whitmore's contribution to coaching is especially significant because it shifted the focus from external motivation and instruction to internal motivation and awareness. This approach is now widely adopted not only in business leadership but also in sports, education, and personal development.

The Essence of John Whitmore Coaching for Performance

At its core, john whitmore coaching for performance is about creating a space where individuals can explore their potential by asking powerful questions. Unlike directive advice-giving, Whitmore's method encourages discovery and ownership of solutions, which results in more sustainable behavioral change.

The GROW Model Explained

One of Whitmore's most influential tools is the GROW coaching framework. Here's a breakdown:

- **Goal:** Define what the individual wants to achieve. This sets the direction and purpose.

- **Reality:** Explore the current situation honestly to understand obstacles and resources.
- **Options:** Brainstorm possible strategies and alternatives to move forward.
- **Will:** Commit to specific actions and determine the motivation to follow through.

This simple yet effective structure guides conversations that empower individuals to take responsibility for their own growth, improving performance in a natural and motivating way.

Why Self-Awareness is Central to Whitmore's Coaching

A key insight from Whitmore's work is the importance of self-awareness in performance improvement. By fostering reflection and honest self-assessment, coaching helps people understand their strengths, limitations, and the choices available to them. This awareness often leads to breakthroughs that rigid training or instruction cannot achieve.

Applying John Whitmore Coaching for Performance in the Workplace

Whitmore's coaching principles have profound implications in organizational settings. Leaders who adopt this style of coaching don't just manage—they inspire and develop their teams.

Creating a Coaching Culture

Organizations that embrace John Whitmore coaching for performance nurture environments where employees feel safe to experiment, reflect, and grow. This culture is built on trust, openness, and continuous learning. It moves away from micromanagement toward empowerment.

Enhancing Leadership Effectiveness

Leaders trained in Whitmore's coaching techniques tend to be better listeners and facilitators. Instead of dictating instructions, they ask insightful questions that help team members clarify their objectives and challenges. This not only improves individual performance but also strengthens team collaboration.

Improving Employee Engagement and Productivity

When employees are coached using Whitmore's principles, they often display higher engagement levels because they feel valued and understood. The coaching process helps uncover intrinsic motivators, making tasks more meaningful and boosting productivity naturally.

John Whitmore Coaching for Performance in Sports and Beyond

Whitmore's background as a racing driver influenced his coaching philosophy, which has been widely adopted in sports to enhance athletic performance. His approach helps athletes focus on their goals, manage pressure, and develop mental resilience.

The Role of Coaching in Peak Performance

In sports, performance is not just physical but mental as well. Whitmore's coaching helps athletes identify mental blocks, clarify their aspirations, and commit to actionable steps that improve both mindset and skill. This holistic approach is crucial for sustaining high performance under pressure.

Translating Sports Coaching to Business and Life

The principles that apply to athletes also work in business executives and everyday personal development. The clarity, focus, and motivation cultivated through John Whitmore coaching for performance enable people to overcome challenges and maximize their capabilities in various areas of life.

Practical Tips Inspired by John Whitmore Coaching for Performance

If you're interested in incorporating Whitmore's coaching style into your own development or leadership practice, here are some actionable tips:

1. **Ask open-ended questions:** Encourage reflection by using "what" and "how" questions instead of yes/no queries.
2. **Focus on the individual's agenda:** Let the coachee set goals and priorities rather than imposing your own.

3. **Practice active listening:** Show genuine interest and avoid jumping to conclusions or solutions too quickly.
4. **Encourage small steps:** Help set achievable actions that build momentum and confidence.
5. **Reflect regularly:** Make time for follow-ups to review progress and adjust goals as needed.

The Lasting Legacy of John Whitmore Coaching for Performance

More than just a set of techniques, John Whitmore coaching for performance represents a mindset shift—one that values human potential and the power of questions over instructions. Whitmore's influence persists in coaching schools, leadership programs, and performance consultants worldwide.

His work reminds us that performance isn't about pushing harder but about unlocking what's already inside. When coaching is done right, it creates a ripple effect: individuals grow, teams thrive, and organizations evolve.

Exploring Whitmore's approach offers anyone interested in personal or professional growth a powerful framework for transformation. Whether you're a manager, coach, athlete, or simply someone curious about improving your effectiveness, embracing the principles of John Whitmore coaching for performance can open doors to new possibilities and achievements.

Frequently Asked Questions

Who is John Whitmore and why is he significant in coaching for performance?

John Whitmore is a pioneer in the field of coaching for performance, known for developing the GROW model and promoting coaching as a means to enhance personal and professional development.

What is the GROW model developed by John Whitmore?

The GROW model is a coaching framework created by John Whitmore that stands for Goal, Reality, Options, and Will, helping individuals set objectives, understand their current situation, explore possibilities, and commit to actions.

How does John Whitmore's approach to coaching improve performance?

Whitmore's approach focuses on unlocking a person's potential through powerful questioning and self-discovery, leading to increased self-awareness, motivation, and sustainable performance improvements.

Can John Whitmore's coaching techniques be applied in business settings?

Yes, John Whitmore's coaching techniques are widely used in business to enhance leadership, team performance, and organizational development by fostering a coaching culture.

What are the key principles of John Whitmore's coaching for performance?

Key principles include focusing on the coachee's agenda, encouraging self-reflection, using open-ended questions, and promoting accountability for personal growth and performance.

How does coaching for performance differ from traditional management according to John Whitmore?

Coaching for performance emphasizes empowering individuals to find their own solutions rather than managers directing or instructing, thereby fostering autonomy and engagement.

Are there any books by John Whitmore on coaching for performance?

Yes, John Whitmore authored the influential book 'Coaching for Performance,' which is considered a foundational text in the coaching profession.

What role does emotional intelligence play in John Whitmore's coaching model?

Emotional intelligence is integral to Whitmore's coaching model as it helps coaches and coachees understand and manage emotions to improve communication and decision-making.

How has John Whitmore influenced modern coaching practices?

John Whitmore has influenced modern coaching by popularizing structured coaching models like GROW and advocating for coaching as a leadership tool, shaping contemporary coaching practices globally.

Can John Whitmore's coaching methods be used for personal development outside of work?

Absolutely, Whitmore's coaching methods are versatile and can be applied to personal goals, relationships, and overall self-improvement beyond professional contexts.

Additional Resources

John Whitmore Coaching for Performance: A Deep Dive into Transformational Leadership and Coaching Excellence

john whitmore coaching for performance has become synonymous with pioneering approaches in personal development and organizational leadership. As one of the seminal figures in modern coaching, John Whitmore's methodologies continue to influence how individuals and businesses approach performance enhancement through coaching. This article explores the core principles behind Whitmore's work, the impact of his coaching framework on contemporary leadership, and its relevance in today's performance-driven environments.

Understanding John Whitmore's Coaching for Performance Model

John Whitmore's coaching philosophy centers around unlocking potential rather than directing change. His approach, often encapsulated in the GROW model, emphasizes guiding individuals toward self-discovery and intrinsic motivation. The GROW acronym stands for Goal, Reality, Options, and Will—a structured yet flexible framework designed to facilitate effective coaching conversations.

Unlike traditional directive coaching styles, Whitmore's coaching for performance prioritizes asking insightful questions over giving explicit advice. This method fosters a collaborative atmosphere where coachees take ownership of their development. The result is not only improved performance but also heightened self-awareness and long-term behavioral change.

The GROW Model: Pillars of Effective Coaching

The GROW model remains one of the most widely adopted coaching frameworks worldwide, largely due to its simplicity and adaptability. Each stage plays a crucial role:

- **Goal:** Defining clear, achievable objectives that align with the individual's or organization's aspirations.
- **Reality:** Assessing the current situation honestly, including challenges and resources.

- **Options:** Exploring various strategies or pathways to overcome obstacles and reach the goal.
- **Will:** Committing to specific actions and establishing accountability mechanisms.

This structure encourages critical thinking and self-reflection, which are essential for sustainable performance improvements across sectors such as business, sports, and education.

The Impact of John Whitmore Coaching for Performance on Leadership Development

Whitmore's coaching for performance has reshaped leadership paradigms by promoting a shift from authoritative command to facilitative guidance. Leaders trained in his methods tend to adopt a more empathetic and empowering stance, which enhances team engagement and productivity.

A key advantage of Whitmore's coaching lies in its focus on emotional intelligence. By promoting awareness of personal and interpersonal dynamics, coaches help leaders navigate complex organizational challenges with greater resilience and adaptability. This emotional attunement is increasingly recognized as a vital component of effective leadership in today's volatile business climate.

Comparative Analysis: Whitmore's Coaching Versus Traditional Management

When compared to conventional management techniques, which often rely on top-down directives and performance metrics, Whitmore's coaching approach offers several distinctive benefits:

1. **Enhanced Autonomy:** Employees and leaders develop a sense of ownership over their goals and strategies.
2. **Improved Communication:** Coaching fosters open dialogue, reducing misunderstandings and fostering trust.
3. **Greater Motivation:** Intrinsic motivation cultivated through coaching tends to be more sustainable than extrinsic rewards.
4. **Long-Term Development:** Focus on self-awareness and reflection leads to continuous personal and professional growth.

However, it is important to note that the coaching for performance model may require significant cultural shifts within organizations accustomed to hierarchical structures. Implementation demands patience and commitment but can yield transformative results.

Applications and Adaptations of Whitmore's Coaching for Performance

The versatility of John Whitmore coaching for performance is evident in its broad application across various domains. Initially developed within sports coaching, Whitmore's principles quickly found resonance in corporate environments, executive coaching, and even educational settings.

Corporate and Executive Coaching

In the corporate sphere, Whitmore's coaching techniques are instrumental in leadership development programs. Executives learn to balance strategic decision-making with empathy and active listening, enhancing team cohesion and innovation. The method's emphasis on questioning rather than instructing aligns well with contemporary leadership's focus on agility and collaboration.

Sports and Performance Coaching

Given Whitmore's background as a racing driver, his coaching for performance naturally integrates well with sports psychology. Coaches trained in his approach help athletes refine their mental strategies, manage pressure, and sustain motivation. The GROW model supports goal-setting and situational analysis critical to peak athletic performance.

Educational Settings

Educators and academic coaches have adopted aspects of Whitmore's methodology to foster student empowerment and self-directed learning. Encouraging learners to explore their goals, assess their current realities, and identify viable options cultivates critical thinking and responsibility, essential for lifelong learning.

Critiques and Limitations of John Whitmore's Coaching for Performance

While widely acclaimed, John Whitmore coaching for performance is not without its critics. Some argue that the non-directive style may be less effective in crisis situations requiring swift decision-making. Additionally, the success of the model heavily relies on the coach's

skill in facilitating deep, reflective conversations—something that requires extensive training and experience.

Another consideration is the cultural adaptability of Whitmore's approach. In organizations or regions with rigid hierarchies or where questioning authority is discouraged, implementing coaching for performance principles may face resistance. This highlights the importance of contextualizing coaching methods to fit organizational culture and individual readiness.

Balancing Coaching for Performance Within Organizational Ecosystems

To maximize the benefits of Whitmore's coaching, organizations often blend it with other leadership development tools and performance management systems. Integrating coaching for performance with data-driven feedback, competency frameworks, and ongoing training ensures a holistic approach that respects both individual growth and organizational goals.

- Incorporate coaching as a continuous process rather than a one-off event.
- Train leaders and managers to adopt coaching mindsets across all levels.
- Align coaching goals with broader business objectives for tangible impact.
- Measure coaching effectiveness through qualitative and quantitative metrics.

Such integration addresses potential limitations and enhances the sustainability of performance improvements.

The Enduring Legacy of John Whitmore Coaching for Performance

John Whitmore's contributions have left an indelible mark on the coaching industry and leadership development. His emphasis on human potential and the power of inquiry resonates deeply in an era where adaptability and emotional intelligence define success. As organizations continue to navigate complexity and change, coaching for performance remains a vital tool for unlocking talent and driving meaningful progress.

In the evolving landscape of professional coaching, John Whitmore's principles serve as both a foundation and a beacon—guiding coaches and leaders toward more thoughtful, effective, and lasting performance enhancement.

John Whitmore Coaching For Performance

john whitmore coaching for performance: Coaching for Performance John Whitmore, 2002 This edition now out of print. 4th Edition available.

john whitmore coaching for performance: Coaching for Performance Fifth Edition Sir John Whitmore, Performance Consultants International, 2010-11-26 Coaching delivers high performance in you, your team, and your organization. Coaching for Performance is the proven resource for all coaches and pioneers of the future of coaching. - Magdalena N. Mook, CEO, International Coach Federation (ICF) Shines a light on what it takes to create high performance. - John McFarlane, Chairman, Barclays, Chairman, TheCityUK Coaching for Performance is the definitive book for coaches, leaders, talent managers and professionals around the world. An international bestseller, featuring the influential GROW model, this book is the founding text of the coaching profession. It explains why enabling people to bring the best out of themselves is the key to driving productivity, growth, and engagement. A meaningful coaching culture has the potential to transform the relationship between organizations and employees and to put both on the path to long-term success. Written by Sir John Whitmore, the pioneer of coaching, and Performance Consultants, the global market leaders in performance coaching, this extensively revised and extended edition will revolutionize the traditional approach to organizational culture. Brand-new practical exercises, corporate examples, coaching dialogues, and a glossary strengthen the learning process, whilst a critical new chapter demonstrates how to measure the benefits of coaching as a return on investment, ensuring this landmark new edition will remain at the forefront of professional coaching and leadership development.

john whitmore coaching for performance: Coaching for Performance John Whitmore, 2010-11-26 This extensively revised and expanded new edition clearly explains the principles of coaching, with illustrations from business and sport.

john whitmore coaching for performance: Coaching for Performance Sir John Whitmore, 1992-01 Clear, concise, hands-on, and reader friendly, this is a coaching guide written in a coaching style.

john whitmore coaching for performance: Coaching for Performance, 6th Edition John Whitmore, 2024-09-10 The #1 book for coaches, leaders, talent managers and professionals around the world. This is the definitive and fully updated new edition. Coaching for Performance is the proven resource for all coaches and pioneers of the future of coaching. Magdalena N. Mook, CEO, International Coach Federation (ICF) An international bestseller, featuring the influential GROW model, this book is the founding text of the coaching profession. It explains why enabling people to bring the best out of themselves is the key to driving productivity, growth, and engagement. A meaningful coaching culture has the potential to transform the relationship between organizations and employees and to put both on the path to long-term success. Written by Sir John Whitmore, the pioneer of coaching, this new edition has been fully revised by Tiffany Gaskell, Director at Performance Consultants, the global market leaders in performance coaching. This 6th edition has been updated throughout to reflect today's new world of work, and will revolutionize the traditional approach to organizational culture. Insightful real-world examples serve to champion inclusivity, alongside practical exercises which place an increased value on trust and responsibility. Critical new material has further been added to strengthen the process of measuring the benefits of coaching as a return on investment; all ensuring this contemporary new edition will remain at the forefront of professional coaching and leadership development. Shines a light on what it takes to create high performance. John McFarlane, Chairman, Barclays, Chairman, TheCityUK

john whitmore coaching for performance: Coaching for Performance John Whitmore, 1996 19. See, hear, grow

john whitmore coaching for performance: Coaching for Performance, 6th edition John Whitmore, Tiffany Gaskell, 2024-09-12 The #1 book for coaches, leaders, talent managers and

professionals around the world. This is the definitive and fully updated new edition. 'Coaching for Performance provides a foundation for those who want to understand the potential and power of coaching. The Sixth Edition is a must-read and a want-to-read; with updates, powerful case studies, and empirical evidence of coaching making a difference, having lasting impacts, and transforming societies.' Magdalena N. Mook, CEO, International Coach Federation An international bestseller, featuring the influential GROW model, this book is the founding text of the coaching profession. It explains why enabling people to bring the best out of themselves is the key to driving productivity, growth, and engagement. A meaningful coaching culture has the potential to transform the relationship between organizations and employees and to put both on the path to long-term success. Written by Sir John Whitmore, the pioneer of coaching, this new edition has been fully revised by Tiffany Gaskell, Director at Performance Consultants, the global market leaders in performance coaching. This 6th edition has been updated throughout to reflect today's new world of work, and will revolutionize the traditional approach to organizational culture. Insightful real-world examples serve to champion inclusivity, alongside practical exercises which place an increased value on trust and responsibility. Critical new material has further been added to strengthen the process of measuring the benefits of coaching as a return on investment; all ensuring this contemporary new edition will remain at the forefront of professional coaching and leadership development. 'Timeless. The perfect handbook for you whether you're a new and aspiring manager or a seasoned leader, seeking to improve your team's performance levels. It is packed full of guidance on how to apply the GROW model to coaching high-performing teams within different scenarios, and comes with a helpful bank of coaching questions, dialogues, and a glossary.' Forbes

john whitmore coaching for performance: Coaching for Performance John Whitmore, 2017 Coaching for Performance is the proven resource for all coaches and pioneers of the future of coaching. Magdalena N. Mook, CEO, International Coach Federation (ICF) The seminal book featuring the powerful GROW model. Coaching for Performance is the institution of the coaching profession. This landmark text has now undergone the largest revision yet in its history to bring it fully up to date for today's professionals. With a focus on coaching as a way of being rather than a temporary process, this new edition explains how coaching can have a profound effect on the culture of an organisation. No longer an activity conducted in isolation by a select few managers, coaching impacts the growth of the whole company as well as the personal growth of the individual. This new edition includes a Foreword by John McFarlane, Chairman of Barclays and TheCityUK. New chapters on culture change demonstrate how to build a high performance culture in any type of organisation and measure the results. Extensive illustrative material has been added; the visuals are those used in coaching training programmes by Performance Consultants International, one of the pioneering global firms in coaching, leadership development and performance improvement. Terminology has been revised throughout to align with that used by the International Coach Federation and a new full glossary of terms serves to make this the definitive book on the topic. The influential GROW model (Goals, Reality, Options, Will) featured in the book is supported by new international studies and examples which are included throughout, ensuring that this edition will stay at the forefront of professional coaching and leadership development.

john whitmore coaching for performance: Coaching for Performance John Whitmore, 1996

john whitmore coaching for performance: Excellence in Coaching Jonathan Passmore, 2010-07-03 Published with the Association for Coaching, Excellence in Coaching presents cutting-edge thinking in the field of workplace coaching. This comprehensive industry guide enables coaches to achieve personal excellence in a rapidly evolving profession through a collection of best-practice material covering: setting up and running your coaching practice; transpersonal coaching; behavioural coaching (the GROW model); integrative coaching; solution-focused coaching; intercultural coaching; cognitive behavioural coaching; coaching and stress; NLP coaching and coaching ethics. This latest edition has been updated to reflect recent evolvments in the industry and includes brand new chapters on accreditation, evaluating coaching, appreciative inquiry and

making the most of a coaching investment.

john whitmore coaching for performance: The Secret of Coaching and Leading by Values Simon L. Dolan, 2020-06-07 Coaches play a major role in helping people understand their values and the values of their surroundings and helping them make choices and adapt. Sometimes the choice may be to find a situation more in sync with your values. Or it may mean working hard on yourself or in concert with your partner, team, or organization. Whatever we need to do to attain it, a positive fit makes for a happier person, and a happier person will be more successful. This accessible and practical book will help coaches, educators, leaders, and managers understand the philosophy, methodology, and tools that can be used to make a person happier, healthier, and more productive at work and in life in general. This book compiles short vignettes from over a dozen global academics and celebrated executive coaches, sharing information about aligning values in different settings. Based on years of research and written for readers from all walks of life, you will learn that when you understand your core values, place them on a triaxial template, and align them with your definition of success, everything changes. It will help you come out of your comfort zone in order to embrace the future and enhance the quality of your life. For this, you need a concept, a methodology, and effective tools, all of which are offered in this book. Rich with practical step-by-step methodologies and tools to facilitate values-led leadership, coaching, and mentoring, this book is essential for any change agent, be it a coach, a leader, an educator, or any person who is interested in learning how to become more effective, improve their practice, and engage in self or professional coaching. At the same time, it will enhance leadership qualities.

john whitmore coaching for performance: Advanced Coaching Practice Christian van Nieuwerburgh, David Love, 2019-04-29 Highly respected coaches Christian van Nieuwerburgh and David Love help you to develop your coaching practice, bridging the gap between beginner and advanced coach. You'll have access to 15 videos that illustrate and analyse the book's key themes, helping you to extend your learning and enhance your reflective practice, allowing you a rare extra insight into the coaching conversation. This is a must-read for trainees at the later stages of a coaching qualification, and experienced practitioners looking to broaden and develop their practice.

john whitmore coaching for performance: The Future of Coaching Hetty Einzig, 2017-05-18 We live in a world that is volatile, uncertain, complex and ambiguous, in which our work and lives are constantly disrupted and changing. But coaches and leaders are still trained to operate within stable models with a uni-focus on performance. Coaches are starting to question the remit of 'raising performance' within existing systems, many of which are outdated, dysfunctional and even toxic. The role of the coach today must evolve to become fit for purpose in challenging times and coaching must re-articulate its values, as the essential compass for navigating turbulent waters. In *The Future of Coaching*, Hetty Einzig examines the role of coaching and leadership in the twenty-first century, and sets out a compelling vision for its future. Drawing on experience gained over twenty-five years of coaching leaders in the corporate and public sectors, in the UK and globally, she challenges the tenet of coaching neutrality. Rather than simply following the client agenda, she encourages coaches to see themselves as partners in courageous leadership and to work towards building an ethical, holistic and networked coaching approach to help create businesses that serve society and our globalised world. The book asks essential questions of coaches working today: how can leaders and coaches become 'positive deviants' and transform the rules of the game within cultures where denial and group-think are rife? How can coaches work with the anxious and depressed, embracing the dark as well as the light? Are coaches prepared for the rise of Millennials, women leaders and those over sixty (the Third Actors)? Einzig challenges the model of the Strong Leader in favour of Respons-able leadership based on authentic strength, distributed power and responsive thinking. And she shows how this vision of a transformed workplace is essential for the transformations society must undertake to reclaim a positive future. This thought provoking collection of essays, designed to be read in any order, is enlightening and inspiring reading for coaches in practice and in training, HR and L&D professionals and for leaders everywhere.

john whitmore coaching for performance: Becoming a Coach Jonathan Passmore, Tracy

Sinclair, 2024-10-12 This new and fully updated edition of the bestselling *Becoming a Coach: The Essential ICF Guide* brings this essential guide for ICF coaches up to date for 2024 and onwards. This book equips you with the skills and knowledge you need to develop yourself as a professional coach. It will encourage you to reflect on who you are, what you do and how you can enhance your skills. By drawing on the ICF Gold Standard for coach training and the latest coaching research, it will ensure your practice is well-informed by evidence and is up to the highest professional standards. The book will also help you as you undertake any coaching training program, deepening your understanding of the core skills to be a coach and broadening your thinking as to how these can be applied with real clients in your own coaching practice. Praise for the First Edition *Becoming a Coach* is the perfect place to start your coach development journey. The book provides a comprehensive coverage of the issues in coaching and offers an essential guide to the new ICF coach competencies for new and developing coaches. - Marshall Goldsmith - Thinkers 50 #1 Executive Coach for 10 years. Whether you are becoming a coach, or are a seasoned coach supervisor, mentor, trainer, or educator, this book is your vital companion. The authors bring decades of experience and research into one powerful resource. Grounded in evidence-based models, plus tools, activities, reflective exercises and more, this book is a must-read!" - Dr. Laura L. Hauser, MCC, MCEC | Training Director, Team Coaching Operating System® | Faculty, Fielding Graduate University coaching program | Executive Officer, GSAEC.org This is one of those rare books which has something for everyone. One of the most comprehensive guides to becoming a powerful coach which starts from the basics and takes us to the essentials of mastery. This book has embraced the complexity of coaching literature, approaches and tools. It has then structured and presented them in a fashion that brings together the chaos to a usable format. I can safely say that this book would offer a new idea, approach or perspective even to the most experienced of coaches. - Shweta Handa Gupta, MCC, Change Leadership Coach, QuadraBrain® Transformation Solutions, Global ICF Young Leader Award Recipient, 2018 "In this crowded confusing profession called coaching, Sinclair and Passmore have written the guidebook that clears the fog for coaches on their path to coaching excellence. *Becoming a Coach* clarifies the distinction of coaching and why it is so effective, provides specific practices for embodying a coaching mindset, and is full of tools that will elevate your coaching impact. No matter where you are on your journey, this book will give you a bright light to follow." - Dr. Marcia Reynolds, MCC, ICF Global Board Past Chair, Author of *Coach the Person, Not the Problem: A Guide to Using Reflective Inquiry*

john whitmore coaching for performance: The Digital Coaching Revolution Anna Tavis, Woody Woodward, 2024-02-03 WINNER: getAbstract International Book Award 2024 - Learning Impact Digital coaching is transforming employee experience and the future of work as we know it. Discover what you need to look for in digital coaching services before signing or renewing a contract with a provider. Digital coaching offers organizations an effective, scalable and personalized approach to employee development that can transform an organization's entire workforce. This technology helps organizations seamlessly schedule, track and manage coaching services as well as evaluate ROI in ways previously unimaginable. *The Digital Coaching Revolution* is an essential resource for talent management, employee experience, L&D and HR business partners considering or already working with a digital coaching provider, platform or service. Written by Anna Tavis and Woody Woodward, *The Digital Coaching Revolution* includes information to help you scale digital coaching across your workforce, whether your C-suite is already on board or not. The chapters offer insight into how to determine what will help every company's specific needs, what questions to ask a digital coaching provider before signing or renewing a contract and how to use the data to get more out of this service. With case studies from large organizations that have found success in digital coaching including Visa, CVS and Hilton, this book is the resource you need to upgrade your organization's approaches to employee experience, L&D and broader HR initiatives.

john whitmore coaching for performance: Coaching by Values (Cbv): Simon L. Dolan, 2011-08-03 This book is about values. It is about life values, work values, family values, and world values. It is also about value alignment. Author Simon Dolan extends the concepts presented in the

best-selling *Managing by Values*, adding many innovations including a step-by-step methodology for diagnosing value congruence and tools for conducting real value reengineering (value alignment). Dolan argues that when people understand their values (regardless of how and why they have emerged), and analyze their relative importance and consequences, they can see more clearly how these values affect their daily lives. Extensive research shows that realignment of values ensures better congruence with goals and objectives resulting in deeper inner satisfaction, which positively affects overall well-being, state of mind, performance, and general happiness. This is what the author calls success in the life of business and the business of life. The description is fresh and innovative, the methodology is clear, and the tools can be used by individuals, business professionals, families, organizations, and wellness and life coaches alike. Click on the links below for available book reviews. www.forewordreviews.com/reviews/coaching-by-values/
www.blueinkreview.com/reviews/view/775

<http://www.emeraldinsight.com/journals.htm?issn=1352-7606&volume=19&issue=3&articleid=17047480&show=html&PHPSESSID=6d9bqrv811btcniohrkojrahg1>

john whitmore coaching for performance: Improving Employee Performance Through Appraisal and Coaching Donald L. KIRKPATRICK, 2006-01-25 Author Donald Kirkpatrick is one of the leading voices on human resources and training and development. For more than forty years, Kirkpatrick's four-level performance evaluation model has been the standard throughout the world, and has revolutionized the way enterprises manage, monitor, and optimize employee performance. The new edition of *Improving Performance Through Appraisal and Coaching* contains all the wisdom and step-by-step processes of the original, with all the guidance and tools you'll need to implement a program that gets maximum results. The book starts with a 40-question test about your organization and its processes and attitudes regarding performance appraisal and coaching. Taking the test both before and after reading the first section of the book will highlight exactly where your existing initiatives can be improved and new ones put in place. Kirkpatrick then goes on to describe in detail how a culture of coaching builds and enhances performance, and how to build this culture across the entire organization. Examples and eye-opening Notes from the Field both reinforce and complement the author's sage recommendations, illustrating how his approaches can be adopted in their entirety or deployed piecemeal, depending on your organization's specific needs. The case studies, both from major employers, prove the overarching value of a proactive performance appraisal program and vibrant coaching environment. The book is packed with ready-to-use forms and, more important, instructions and observations on their effective use. Plus, every chapter is designed for practical application, featuring accessible charts and figures, lists of key points, specific suggestions, cause-and-effect relationships, and much more. While workplaces and jobs have changed dramatically, some truths seem everlasting. One is that in order to obtain exceptional employee performance, you need to build a thorough and consistent appraisal mechanism and coaching program. The other is that there is no one more knowledgeable about how to do it than Donald Kirkpatrick.

john whitmore coaching for performance: Psychosynthesis Leadership Coaching Aubyn Howard, 2020-12-29 *Psychosynthesis Leadership Coaching* responds to the call of coaches who want to be able to work with the whole person, with the inner as well as the outer worlds, and not just at rational and behavioural levels but at emotional and spiritual levels as well. Psychosynthesis is unique amongst psychologies in the emphasis it places on self and will at the centre of human psychological functioning. This holistic and integrative psychology provides the foundations for working with leaders in ways that respond to today's emergent crises. Psychosynthesis coaching is an increasingly popular approach that is finding its way into the mainstream as a response to the needs of coaching to engage at depth with emotional content and in the transpersonal realm of meaning, purpose and values. This book introduces psychosynthesis coaching to a wider audience and provides a comprehensive guide to this approach for both coaches and leaders. This book provides the context, models, methods, skills and techniques for coaches to engage with their clients within the larger context of Self and Will, alongside working on inner and outer agendas and goals of

any description. For coaches, leaders and organisational practitioners alike, this approach is also about coaching our inner leader – knowing that this work always starts with ourselves.

john whitmore coaching for performance: Coaching Plain & Simple: Solution-focused Brief Coaching Essentials Kirsten Dierolf, Daniel Meier, Peter Szabó, 2009-03-30 An easy-to-read, pocket-sized primer on brief coaching basics. This is a highly practical and condensed introduction to solution-focused coaching, offering a simple and clear structure for coaching sessions that is easy to learn. Content is illuminated through exemplary dialogues from real coaching sessions and bullet-point toolboxes for greater variety of choice. Narrative explanations create a helpful framework for understanding the general idea of coaching and the practicalities of the solution focused approach. Several illustrating graphs and symbols give the book an easy to read, light touch. The book targets beginners in coaching who are looking for simple guidance and step-by-step ideas in their learning process. Topics include: What is coaching? • Coaching—simple, concise and effective • Overview: Major elements of the coaching conversation • Contracting—before you start • Coaching agreement for the first session • Preferred Future • Resources and forerunners of solutions • Small steps and clues of upcoming progress • Session conclusion • Follow-up sessions • Brief coaching of executives—three examples • Beyond technique—continuous learning as a coach

john whitmore coaching for performance: Coaching for Christian Leaders Chad Hall, Linda Miller, 2007-05-01 Miller and Hall center totally on the nature and ministry of Christian coaching. They provide an overview of the growth and development of coaching and its application to Christian ministry. They show core coaching skills, and essential and supporting coaching skills. The core skills of focused listening and asking powerful questions reappear throughout the book as the authors demonstrate in real life situations how to use them. A TCP Leadership Series title.

Related to john whitmore coaching for performance

John - John the Baptist

John - John

John Wick - John Wick

John Lennon - John Winston Lennon

John - John

John Smith - John Smith

John Lennon - John

John Locke - John Locke

EndNote - Canada Endnote

John Mayer - John Mayer

John - John the Baptist

John - John

John Wick - John Wick

John Lennon - John Winston Lennon

“” 19529
acmjohn - John ACM John4 ACM
10 John ACM
John Smith - John Smith 1. John Smith 2
John Lennon? - John Ringo Klaus Remember 11
5
John Locke - John Locke 1632829—17041028
“”
EndNote - Canada Endnote 1
John Mayer - John Mayer 07

Related Articles

- [introduction to algorithms fourth edition solutions to](#)
- [cognero answer key](#)
- [after the fire a still small voice](#)

[Back to Home](#)