



Coaching Models: A Cultural Perspective: A Guide to Model Development: for Practitioners and Students of Coaching

Diane Lennard

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"In addition to providing an extensive analysis of strategies for changing performance and the factors that can impact coaching effectiveness, this book offers what may be a unique value: instead of promoting one approach as the best, Dr. Lennard guides readers through a highly customized process of developing our own individualized coaching model. As a result of the book's thought-provoking activities, I strengthened my own sense of personal authenticity and saw new ways to coach and collaborate fully with employees who may have very different perspectives." — *Tita Theodora Beal, Learning & Development, Pfizer, Inc.*

"This is a wise book. The essential take-away is simple and profound. Develop, refine, and apply your own (as in ownership) personalized coaching model. Much is provided; nothing is imposed. Readers are invited to reflect on unique and defining experiences, strengths, values, perspectives and style and to begin creating their own 'work in progress.' Coaching Models will be a compelling read for experienced coaches and new coach practitioners alike." — *Bethene LeMahieu, Ed.D.; Professional Coach and Conversation Conservationist*

Coaching Models: A Cultural Perspective encourages and assists students and practitioners of business coaching to develop and apply their own coaching models. The entire field of coaching will benefit from having coaches who use their models to continually improve their practice.

The first part of this book presents the model development process by looking at the relationship among culture, beliefs, and behavior in the coaching context. It explains the importance of identifying cultural factors that influence the way coaches approach coaching interactions, and their coaching models.

The second section provides coaches with information and strategies for developing personalized coaching models, applying them to specific contexts, and reflecting on their interactions to refine their core coaching practices.

The third part describes the evolution of the author's own coaching model—the Performance Coaching Model—and illustrates how one coach incorporates unique perspectives and sets of skills, knowledge, and experience in her coaching practice.

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