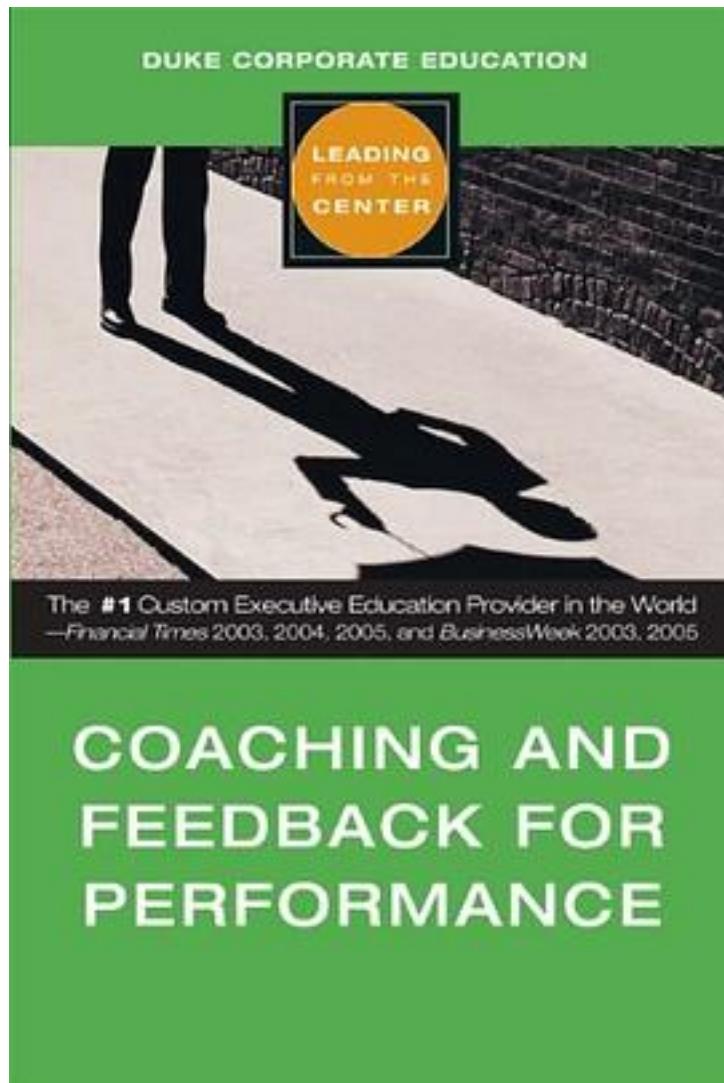


Coaching and Feedback for Performance (Leading from the Center)



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出版者:Kaplan Business

出版时间:2006-01-01

装帧:Hardcover

isbn:9781419515071

在线阅读本书

Why is coaching skill the hallmark of good management? Managers who provide consistent, constructive feedback run more efficient departments, equip their employees to become leaders, and gain the support they need for their efforts. Proficient managerial coaching aligns employees with company strategy, so that day-to-day activities are translated into long-term results. Moreover, employee retention rates and satisfaction are demonstrably higher in companies that value coaching as a managerial skill. Using the Duke CE GAPS model, readers will learn to set goals for employees, assess their progress, plan for action, and support their efforts. Communication skills-listening, face-to-face interaction, asking questions, and providing clear feedback-are emphasized as key tools of the effective coach. Managers are also challenged to analyze their own mental models, attitudes, biases, and behaviors that might skew the coaching sessions. Coaching and Feedback for Performance is a practical guide that shows managers step-by-step how to develop existing and new talent within an organization.

作者介绍:

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标签

管理

HRM

评论

关于教练技术的一本小册子，写的很简单（比如教练模式：GAPS,目标设定，评估进展，计划下一步，支持采取行动），但是要成为一名优秀的教练，却是需要良好的综合素质，也需要成熟的职场文化。

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书评

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