

The Coaching Organization

"The Coaching Organization shows leaders how to integrate coaching in their organizations to achieve business results. Hunt and Weintraub are respected consultants and academics who have given us a fresh way of thinking about employee engagement and development. Organizations of all types could utilize the important lessons found in this book."

—Jeff M. Fenz, Chairman of the Board and Chief Executive Officer, Whirlpool Corporation

JAMES M. HUNT
JOSEPH R. WEINTRAUB



The
**COACHING
ORGANIZATION**

*A Strategy for
Developing Leaders*



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The Coaching Organization provides an organizational perspective on how coaching can become part of an organization's culture. The book offers "best practices" that will help organizations deploy developmental coaching on a large scale to drive leadership and employee effectiveness. The popularity of coaching in organizations is enormous. However, coaching initiatives are often deployed on an ad hoc and unmanaged basis and as such often yield disappointing results. The Coaching Organization provides a guide for the strategic management of coaching initiatives, including executive coaching, internal coaching, coaching by managers and peer coaching, so as to maximize their impact and value. Using case studies from organizations such as Whirlpool, Wachovia, Children's Hospital Boston and Citizens Financial Group, as well as entrepreneurial ventures the authors, respected academics in the fields of employee and leadership development, describe how both large and small organizations leverage relationship based, on the job learning and offer insights that executives, line managers, human resource and organizational effectiveness professionals as well students will find actionable.

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