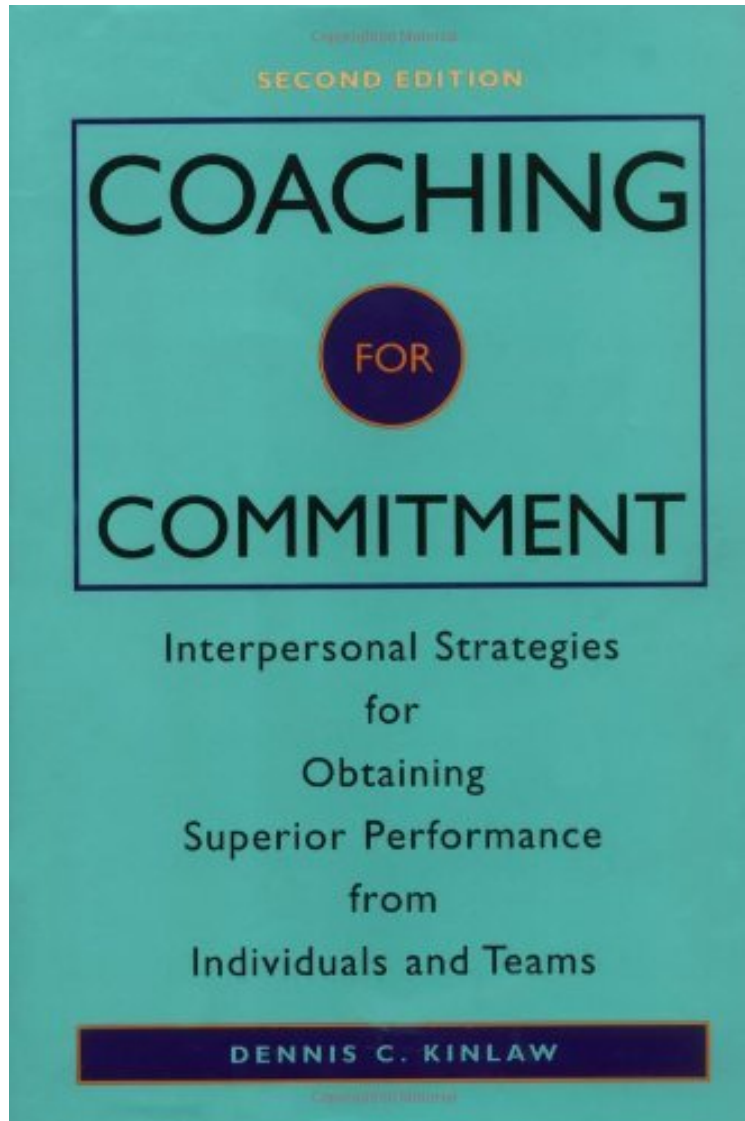


(Ebook free) Coaching for Commitment: Interpersonal Strategies for Obtaining Superior Performance

# Coaching for Commitment: Interpersonal Strategies for Obtaining Superior Performance

*Dennis C. Kinlaw*

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**Dennis C. Kinlaw : Coaching for Commitment: Interpersonal Strategies for Obtaining Superior Performance** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Coaching for Commitment: Interpersonal Strategies for Obtaining Superior Performance:

3 of 5 people found the following review helpful. Coaching for Effectiveness and Excellence By Benjamin W. Champion In Dr. Kinlaw's updating of his earlier version of this book, he has continued to write with lucid organization and the effective format of key learning concepts/principles at the end of each chapter. In my opinion, one of his

greatest contributions is that of taking a position, based on his experience, that coaches should develop scripts of the right things to say and the right format to follow to achieve to desired outcomes. His contrasting this with examples of the wrong things to say and do is didactically efficacious. I have purchased extra copies of this book for my two sons and have recommended it to many others. 0 of 2 people found the following review helpful. Coaching for Commitment: Interpersonal Strategies for Obtaining Superior Performance By Salomay R. Dyer Good book for managers with problematic employees, who need coaching.

Coaching is for everyone! In this all-new edition of his best-selling package, Dennis Kinlaw gives you the insight you need to improve performance by empowering your colleagues. In today's employee-centered organizations, the opportunities for leadership no longer rest with managers and supervisors alone--everyone needs to be a coach! With Kinlaw's help, you can teach people in all types of organizations to: \* Build commitment to tasks \* Encourage successful project completion \* Enhance job satisfaction . . . and much more!

From the Inside Flap Coaching is for everyone! In this all-new edition of his best-selling package, Dennis Kinlaw gives you the insight you need to improve performance by empowering your colleagues. In today's employee-centered organizations, the opportunities for leadership no longer rest with managers and supervisors alone--everyone needs to be a coach! With Kinlaw's help, you will teach people in all types of organizations to Build commitment to tasks Encourage successful project completion Enhance job satisfaction . . . and much more! Trainer's Guide The Trainer's Guide gives you the tools you need to design and present a workshop based on the new edition of Kinlaw's best-selling book, Coaching for Commitment. This guide will give you the specific guidance you need to Set up and debrief activities Use videotaped behavior models Develop interactive presentations Conduct one-, two-, three-, or four-day training programs Plan workshop logistical support . . . and much more! Participant Workbooks Your participants will use the two participant workbooks to develop the skills essential to coaching success. The four modules in the Coaching for Commitment workshop are split between two workbooks: Module One introduces them to the Coaching for Commitment concept; Module Two shows them how to better respond to the needs of their co-workers through counseling, mentoring, and tutoring conversations; Module Three shows your participants how to use coaching interactions to challenge coworkers to improve performance or take on more responsibility; and Module Four teaches your participants the special skills they'll need to coach teams effectively. Coaching Skills Inventory (CSI): Self and Observer The Coaching Skills Inventory (CSI): Self enables your participants to gauge their coaching performance. When they use the CSI Self in conjunction with Observer instruments, they'll get a comprehensive 360-degree view of their coaching skills. With the help of From the Back Cover Coaching for Commitment Workshop: Participant Workbook, Third Edition In today's fast-paced, employee-centered organizations, the opportunities for leadership no longer rest with managers and supervisors alone; everyone needs to be a coach! First and foremost, Coaching for Commitment is about taking care of people; by taking care of people, you take care of the bottom line. The return on investment for coaching is multiple times the initial investment, and the payoffs are tangible: sustained superior performance and commitment to self, organization, and goals. The more coaching happens, the more high performing individuals and teams become. Just imagine an entire organization in which the majority of teams are high performing. . . . Now there's a value proposition for coaching! The Participant Workbook is your guide to the two-day Coaching for Commitment Workshop. In this third edition of the Coaching for Commitment Workshop, all the bases have been covered. Authors Cindy Coe and Amy Zehnder have strengthened and streamlined this new and improved two-day workshop to make it even more participant-centered and dynamic. It now provides an interactive and engaging learning experience that is the most effective way to make the shift to the coach role. In this workshop, participants will: Become involved by understanding the various roles they play when interacting with others. Discover ways to be more effective in the coach role and how to gain commitment from the person being coached (PBC). Commit to creating a Coaching for Commitment Culture. The Participant Workbook will serve as your learning tool, activity guide, and post-workshop reference guide. About the Author DENNIS C. KINLAW, Ed.D., received his doctorate in adult education from The George Washington University. He has master's degrees from Wesley Theological Seminary and Garrett Theological Seminary and a Bachelor of Science degree from Florida Southern College. He has taught graduate courses for The American University, The George Washington University, and Virginia Commonwealth University in management theory and practice, human behavior, group dynamics, interpersonal communication, organizational behavior, learning theory, human resource development, program planning and evaluation, and counseling of adults. For the past twenty years, Kinlaw has been a consultant to organizations and has conducted management training programs. His clients include The Aerospace Corporation, Bell Atlantic Corporation, the Chesapeake and Potomac Telephone Company, Livermore National Laboratory, Louisville Bank for Cooperatives, NASA Goddard Space Flight Center, NASA Headquarters, NASA Kennedy Space Center, NASA Langley Research Center, the National Institutes of Health, the Health Care Finance Administration, and USBI Rocket Booster Corporation.