



The CCL Handbook of Coaching in Organizations (J-B CCL (Center for Creative Leadership))

Douglas Riddle, Emily R. Hoole, Elizabeth C.D. Gullette

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Effect better outcomes with a robust coaching program

The *CCL Handbook of Coaching in Organizations* deals with the practical, ethical, and political challenges of coaching within an organization. From coaching superiors to coaching business teams, this book outlines the Center for Creative Leadership (CCL) approach to professional coaching to help readers better manage leadership development and talent management program outcomes. With expert guidance on the key functions of human resources, learning and development, and organizational development, readers will gain insight into the issues associated with coaching program implementation and management, and the use of internal versus external coaches. Coverage includes a wide range of coaching-based services used in most large organizations, with practical advice on creating the right programs for maximum impact within the available budget.

Professional development is a hot topic and plays a key role in attracting and retaining the best talent. Coaching is a broad area within the field, encompassing a range of services and goals, with varied expectations and requirements. This book provides actionable guidance for those designing, initiating, and implementing coaching programs, with new approaches and techniques that drive better outcomes.

- Provide direct coaching within an organization
- Manage coaching systems and programs
- Initiate and lead mentoring and peer-coaching programs
- Manage external coaches, and deal effectively with coaching suppliers

An ideal coaching program must balance need with budget and be tailored to the requirements and resources of both the organization and the participants. It's a complex undertaking, but the right strategy and planning can lead to even better than expected outcomes. For the human resources professional who wants to strengthen an organization's coaching program, *CCL Handbook of Coaching in Organizations* is a thoughtful reference for a specialized function.

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