

EXECUTIVE COACHING SYSTEMS-PSYCHODYNAMIC PERSPECTIVE



EDITED BY HALINA BRUNNING

Executive Coaching Systems Psychodynamic Perspective

Arthur James Wells



Executive Coaching Systems Psychodynamic Perspective:

Executive Coaching Halina Brunning,2018-04-24 Executive Coaching focuses on the coaching applications of systemic psychodynamic theory in the context of organizational life that is both goal orientated and held in a managerial leadership context

Executive Coaching Halina Brunning,2006 A collection of papers by well known contemporary writers that describe their own models of coaching and their thoughts on the theoretical roots that underpin their thinking and coaching practice

Executive Coaching in Diversity from a Systems Psychodynamic Perspective Lerato Susan Pinky Motsoaledi,2009

An Introduction to Systems Psychodynamics David Lawlor,Mannie Sher,2021-12-13 This book provides an introduction to systems psychodynamic theory and its application to organisational consultancy research and training outlining systems dynamics methods and their historical and theoretical developments Systems Psychodynamics is an emerging field of social science the boundaries of which are continually being refined and re defined The systems designation refers to open systems concepts that provide the framing perspective for understanding the structural aspects of organisational systems These include its design division of labour levels of authority and reporting relationships the nature of work tasks processes and activities its mission and primary task and the nature and patterning of the organisation s task and sentient boundaries and the transactions across them This book presents a critical appraisal of the systems psychodynamics paradigm and its application to present day social and organisational difficulties showing how a holistic approach to organisational and social problems can offer a fresh perspective on difficult issues Bringing together the theory and practice of systems psychodynamics for the first time this book provides an examination of the systems psychodynamics paradigm in action This book gives an accessible and thorough guide to understanding and using systems psychodynamic ideas for analysts managers policy makers consultants and researchers in a wide range of professional and clinical settings

Executive Coaching: A Psychodynamic Approach Sandler, Catherine,2011-10-01 This book aims to provide the reader with a clear and concise introduction to psychodynamic concepts and their application to executive coaching

Coach and Couch 2nd edition Manfred F.R. Kets de Vries,Konstantin Korotov,Elizabeth Florent-Treacy,Caroline Rook,2015-11-03 Professor Manfred Kets de Vries and his colleagues have helped thousands of executives to increase their effectiveness in dealing with colleagues and clients and to refocus their own professional and personal aspirations This book is a volume of essays on leadership development topics written by academics coaches and change consultants It explores how extraordinary leaders and thriving organizations are created by sharing research methodologies and insights and by describing intervention and change techniques Drawing upon substantial research this book presents the essential leadership models and equips practitioners with tools for developing executive coaches and working with business leaders This second edition includes new chapters on executive stress and coaching across the gender divide *The Coaches' Handbook* Jonathan Passmore,2020-10-13 This comprehensive practitioner guide provides an accessible evidenced based

approach aimed at those new to coaching and who may be undertaking coach training for a certificate in coaching or professional credentials or accreditation with the AC ICF EMCC CMI or ILM The book will also be useful for those who want to enhance their coaching skills The Coaches Handbook is edited by Jonathan Passmore an internationally respected expert and executive coach with chapters from leading coaching practitioners from across the world The book is divided into seven sections Section one examines the nature of coaching its boundaries the business case for coaching and how organisations can build a coaching culture Section two focuses on deepening our self understanding and understanding our clients the non violent communications mindset and the coaching relationship Section three focuses on the key skills needed for coaching including goal setting powerful questions active listening using direct communications and the role of silence emotions and challenge in coaching Section four offers a range of coaching approaches including behavioural person centred solution focused psychodynamic neuroscience narrative positive psychology out door eco coaching team coaching careers coaching and integrated coaching Section five focuses on fundamental issues in coaching such as ethics and contracting and evaluation Section six explores continuous professional development reflection and the role of supervision as well as how to establish your coaching business The final section contains a host of coaching tools which practitioners can use to broaden their practice Unique in its scope this key text will be essential reading for coaches academics and students of coaching It is an important text for anyone seeking to understand the best practice approaches that can be applied to their coaching practice including human resources learning and development and management professionals and executives in a coaching role

The SAGE Handbook of Counselling and Psychotherapy Colin Feltham,Ian Horton,2012-03-05 This long awaited Third Edition of The SAGE Handbook of Counselling and Psychotherapy brings together the fundamentals of counseling and psychotherapy theory research skills and practice Editors Colin Feltham and Ian Horton address what every successful trainee or practitioner needs to know do think feel and use in a way that is entirely comprehensive accessible and jargon free Including new material on interpersonal psychotherapy cognitive analytic therapy pluralism and mindfulness as well as body psychotherapy hypnotherapy learning disabilities ADHD and low self esteem this book continues to be essential reading for trainees or experienced practitioners alike

Leadership Learning Kim Turnbull James,J. Collins,2008-10-14 Taking it theme from the fifth annual Studying Leadership Conference held at Cranfield School of Management Leadership Learning explores the challenge of learning and developing leadership in the 21st century This is the second of two books to emerge from the conference taking the theme Knowledge into Action

Psychodynamic Coaching Claudia Nagel,2019-06-27 In Psychodynamic Coaching Distinctive Features Claudia Nagel presents a comprehensive overview of the unique features of psychodynamic coaching As leaders and managers acknowledge the need to understand themselves and their context by looking underneath the surface to improve their decision making psychodynamic approaches offer unique insight Psychodynamic Coaching Distinctive Features covers not only the major theory but also the practice of coaching giving

guidance from beginning to end of the client relationship Constructive holistic and accessible it demonstrates the impact and dynamics of the unconscious whilst illustrating the power of understanding human behaviour in the complexity of the modern world With a focus on emotions and relationships in supporting modern leaders adapting to organisational challenges this book will be an invaluable tool for coaches of all backgrounds academics and students of coaching and organisational behaviour and also clinicians It will also be a key resource for senior leaders for their own personal growth

Leadership-as-Practice Joseph Raelin, 2016-01-29 This book develops a new paradigm in the field of leadership studies referred to as the leadership as practice L A P movement Its essence is its conception of leadership as occurring as a practice rather than residing in the traits or behaviours of particular individuals A practice is a coordinative effort among participants who choose through their own rules to achieve a distinctive outcome It also tends to encompass routines as well as problem solving or coping skills often tacit that are shared by a community Accordingly leadership as practice is less about what one person thinks or does and more about what people may accomplish together It is thus concerned with how leadership emerges and unfolds through day to day experience The social and material contingencies impacting the leadership constellation the people who are effecting leadership at any given time do not reside outside of leadership but are very much embedded within it To find leadership then we must look to the practice within which it is occurring The leadership as practice approach resonates with a number of closely related traditions such as collective shared distributed and relational leadership that converge on leadership processes These approaches share a line of inquiry that acknowledges leadership as a social phenomenon The new focus opens up a plethora of research opportunities encouraging the study of social processes beyond influence such as intersubjective agency shared sense making dialogue and co construction of responsibilities

Contributions of Systems Psychodynamic Theory to the Development of Professional Executive Coaching Practice Anne Hartigan, Swinburne University of Technology, 2004 **The Psychoanalytic Study of Organizations** Burkard Sievers, Arndt Ahlers-Niemann, 2007 **Mastery in Coaching** Jonathan Passmore, 2014 Get the best from your clients with these relevant effective psychological coaching techniques **Psychoanalytic Perspectives on a Turbulent World** Halina Brunning, Mario Perini, 2018-05-08 This article is intended to contribute to our understanding of the December 2001 collapse of Enron The existing literature on Enron's demise falls largely into two broad areas involving either micro psychological explanations or macro accounts that emphasize the workplace and its environment this paper is an exploratory study that focuses on a new interpretation which links the two areas more closely together It is proposed that Enron's culture was influenced by both micro and macro factors an experience of unsuccessful paternal authority figures within the family history of Enron's leaders coupled with an experience of problematic government and regulatory regimes associated with the gas industry Drawing on concepts from psychoanalysis and its application to organizational dynamics it is argued that these micro and macro factors helped to generate an Oedipal mindset in Enron's leaders according to which external authority was

seen to be weak and not worthy of respect and that this contributed to Enron's demise Implications for theory are examined

The British National Bibliography Arthur James Wells, 2009 *The Wisdom of Coaching* Richard R. Kilburg, Richard C. Diedrich, 2007 Essential articles originally published in the Consulting Psychology Journal Practice and Research delve into what it means to coach senior executives in the world's major corporations This volume offers practical guidance through the numerous case studies conceptual approaches and methods collected in this volume *Psychoanalytic Essays on Power and Vulnerability* Halina Brunning, 2019-11 This fascinating book the last in a trilogy on psychoanalytic reflections explores power and vulnerability in three related areas Leadership and Organizations the Political Arena and Global Finances These thirteen essays with a conclusion to the trilogy written by Jim Krantz link psychoanalytic concepts with system psychodynamics This

Executive Coaching with Backbone and Heart Mary Beth A. O'Neill, 2011-01-06 Praise for Executive Coaching with Backbone and Heart In this book O'Neill brings form and structure to the art of executive coaching Novices are provided a path while seasoned practitioners will find affirmation Daryl R. Conner CEO and president ODR USA Inc Mary Beth O'Neill's executive coaching gave me the tools and clarity to become a far more effective leader and change agent The bottom line was that we succeeded with a monumental organizational turnaround that had seemed impossible to accomplish Eric Stevens former CEO Courage Center O'Neill writes in a way that allows you to see this experienced coach in action What a wonderful way to learn Geoff Bellman consultant and author The Consultant's Calling Mary Beth brings a keen business focus to coaching by not just contributing insights but through helping me and my team gain the insights that we need to solve our own problems She has the ability to see through the sometimes chaotic dialogue and personalities in order to help a team focus on the real issues and dynamics that can impede organizations from achieving their goals John C. Nicol general manager MSN Media Network Effective leaders require courage compassion and initiative O'Neill's systems-based coaching serves as a guide for both coaches and executives to better enable good decisions and good decision makers Paul D. Purcell president Beacon Development Group With Mary Beth O'Neill's coaching I've become the kind of leader who balances both the needs to get results and to develop great working relationships Since I started working with her I've won accolades as the Top Innovator for my company and as Professional of the Year for my industry More important I've been able to scope my job in a way that allows me to learn and contribute at the same time all the while delivering great results to the bottom line Lynann Bradbury vice president Waggener Edstrom *The Psychology of Executive Coaching* Bruce Peltier, 2001 Many practitioners struggle to find ways to blend their skills with the corporate environment Executive coaching the newest wave in the field of psychology gives psychotherapists and other mental health professionals an opportunity to do just that In *The Psychology of Executive Coaching Theory and Application* Bruce Peltier offers practical skills and applications for professionals who want to break into the field of executive coaching or simply to develop their skills further This practical how-to guide helps the reader weed through the jargon and stigmas of corporate culture and find ways to effectively work

through the issues facing today's corporations. It examines areas such as effective communication between coach and client, coaching from various perspectives, and becoming trusted and accepted by your business clients. Peltier guides the professional through a step-by-step process into the world of executive coaching. Clear and easy to read, *The Psychology of Executive Coaching* is an essential resource for any mental health professional working in or wishing to break into the field of executive coaching. Book jacket

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