

The Coaching Manager: Developing Top Talent in Business

By James M. Hunt, Joseph R. Weintraub

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The **Second Edition** presents a developmental coaching methodology that managers can use to guide employees to achieve higher levels of skill, experience greater engagement with organizations, and promote personal development. Clearly written, without jargon, specific coaching techniques are illustrated through short case studies and self-assessment exercises that help readers apply the principles in their own lives. A coaching model solidly grounded in adult learning theory helps readers reflect on their strengths and weaknesses. This edition has new features including real-world examples and cases that demonstrate how developmental coaching can be integrated with goal setting.

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Editorial Review

Review
“The Coaching Manager is a timely and valuable resource for leaders interested in fostering a culture of coaching in contemporary organizations. Evidence-based strategies and real-world exemplars are provided for cultivating talent today and inspiring success for the future.” (Patricia A. Hickey, PhD, MBA, RN, FAAN, 2010-03-19)

"The second edition takes into account the new challenges and opportunities posed by an increasingly global workforce, new technology, and a persistent and rapid pace of change. The authors have, once again, provided an excellent handbook for any manager who wants to be an effective coach, and any individual who wants to leverage the potential of coaching in varied and commonly encountered situations at work."

(Kathy E. Kram, PhD 2010-03-19)

"A practical introductory text in developing coaching managers."

(Carole Robin 2010-10-15)

From the Inside Flap
"The Coaching Manager provides real-world strategies for developing people in any organization. Hunt and Weintraub bring together a new model of coaching along with a solid understanding of how business works. A must read for leaders at all levels."

--Roger Enrico, former Chairman and CEO of PepsiCo Inc.

About the Author
Dr. James M. Hunt is an associate professor of management and former Chair of the Management Division at Babson College, in Wellesley, Massachusetts. There he teaches leadership, talent development and creativity. James has consulted to numerous business and health care organizations on the development of an organizational coaching capability, executive coaching, and talent development by managers. His current research is on the relationship between creativity, uncertainty and career development. He co-lead the design of Babson’s innovative Talent Management course in the MBA Program and lead the redesign team for Babson’s flagship course, Foundations of Management and Entrepreneurship. Formerly, he was faculty co-director of the Babson College Coaching for Leadership and Teamwork Program and a founder and former faculty co-director of the Babson Executive Education Coaching Inside the Organization program, designed for organizational development and human resource professionals. James is coauthor of the book *The Coaching Organization: A Strategy for Developing Leaders*, a groundbreaking study of best practice companies and coaching, published by Sage (2007).

Dr. Hunt graduated from the Massachusetts Institute of Technology with a bachelor’s of science degree and received a doctorate in business administration from Boston University Graduate School of Management, where he studied career and leadership development and work/life balance

Dr. Joseph R. Weintraub is a professor of management and organizational behavior at Babson College in Wellesley,

Massachusetts where he serves as the founder and faculty director of the Babson Coaching for Leadership and Teamwork Program. He is also the faculty director of the Management Consulting Field Experience Program at Babson, an experiential project management program providing consulting services to both the for profit and not-for-profit sectors. Dr. Weintraub is an industrial-organizational psychologist who focuses in the areas of individual and organizational effectiveness including leadership development, coaching, team effectiveness, innovation, and performance management. His work on coaching has received several awards, including the "Management Development Paper of the Year" from the Academy of Management. He is the coauthor of *The Coaching Organization: A Strategy for Developing Leaders* (Sage, 2007). Dr. Weintraub's work has appeared in a number of publications including the MIT Sloan Management Review, Organizational Effectiveness, The Wall Street Journal, the Journal of Management Education, and The European Financial Review.

Dr. Weintraub serves as Faculty Director at Babson Executive Education, where he is the cofounder and codirector of Coaching Inside the Organization, an innovative certification program for internal organizational coaches. In addition to his work at Babson, Dr. Weintraub is also president of Organizational Dimensions, a management consulting and assessment firm based in Wellesley. He spends much of his consulting practice in helping organizations to develop their own coaching managers. He also develops and delivers leadership development programs in a variety of organizations around the world. His clients have included General Electric, Bose, Fidelity Investments, Citizens Bank, EMD Serono, Boston Children's Hospital, Ocean Spray, and T-Mobile. He is also the co-developer of InnoQuotient, a comprehensive survey tool that measures the culture of innovation in organizations.

Dr. Weintraub received his B.S. in psychology from the University of Pittsburgh and both his M.A. and Ph.D. degrees in industrial-organizational psychology from Bowling Green State University.

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Users Review

From reader reviews:

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