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Coaching and mentoring can be effective approaches to developing employees. Both have grown in popularity, with many employers using them to enhance the skills, knowledge and performance of their people around specific skills and goals. This factsheet offers a definition of coaching and mentoring, distinguishing between the two and emphasising the need to link with overall learning and development strategy.

Coaching and Mentoring | Factsheets | CIPD

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Coaching and Mentoring Skills (NetEffect Series): DuBrin ...

The benefits of coaching are far-reaching. Through coaching, all organizations could enjoy improved performance, team cohesion, increased retention, improved conflict resolution, and increased motivation. For coaching to be effective, the skills are developed and nurtured throughout an organization.

12 Essential Coaching Skills for Managers and Leaders

Models of coaching and mentoring able to contribute to performance improvement (examples of models that may be used include: performance coaching/life coaching, GROW Model, Argyris's double loop learning, Kolb's learning cycle, Gardner's Multiple Intelligences, Myers-Briggs, hemispherical dominance, transformational learning, Johari's window, NLP, and other psycho-social models)

Understanding the Skills, Principles and Practice of ...

Coaching and mentoring can inspire and empower employees, build commitment, increase productivity, grow talent, and promote success. They are now essential elements of modern managerial practice.

(PDF) Coaching and Mentoring - ResearchGate

A brand new addition to the Leadership and Management series, Coaching and Mentoring Skills for Leaders is a one-day course that will demonstrate the benefits of effective coaching leadership within organisations, providing delegates with the foundation to understand the value and positive outcomes of a coaching and mentoring structure.

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Coaching And Mentoring Skills Neteffect Series [EBOOK]

Mentoring and coaching skills The skills of mentor and coach overlap to some extent. Both mentors and coaches are 'critical friends' although they might use different methods. A coach is more likely to use direct feedback, while a mentor relies more heavily on the questioning process.

Mentoring and Coaching - CIMA

Coaching and Mentoring Skills Mentoring helps organizations to engage employees in a disciplined review of their performance and overall talent. Rating: 3.7 out of 5 3.7 (58 ratings) 1,195 students Created by Management Study Guide. Last updated 4/2019 English English [Auto]

This practical, hands-on book covers twelve key areas of skill development that enable today's learners to become effective coaches and mentors of tomorrow. It contains useful and serious advice - based on research, theory, and practice - encouraging innovation, improvement, and the type of individual contributions that create an environment of corporate success and continuous learning. Chapter topics include building trust, showing empathy, active listening, using influence tactics, helping others set goals, monitoring performance, giving feedback, encouraging positive actions, discouraging negative actions, training team members, helping others solve problems, helping difficult people, and developing protégés. For team players - especially those in corporate settings - who want to become leaders, supervisors, and mentors.

The eighth edition of LEADERSHIP provides an ideal balance of essential theory and real-world applications, perfect for instructors who take a practical, skill-building approach to teaching leadership. The text is a blend of description, skill development, insight development, and prescription. Andrew DuBrin, a highly respected author and consultant, incorporates the latest research on leadership and current business practices from academic journals and popular periodicals. The text provides students with a strong practical foundation by introducing leaders they can relate to and reinforcing their knowledge with frequent skill-building activities. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Zachary Wong offers practical strategies, skills, and tools to help project managers diagnose and solve their toughest people problems. Based on decades in the trenches, the book shows how to confront and correct bad behavior, increase team performance and inclusion, turn around difficult people and poor performers, get people to do what you want them to do, boost employee motivation and attitude, reduce change resistance and risk aversion, and manage difficult bosses. Wong believes that the best team leaders are problem-solvers and facilitators, so this book provides problem-solving models and tools to diagnose people problems, and facilitative methods, processes, and techniques to correct them. It's an approach that can be personalized to fit any person or situation. Each skill is explained with a well-balanced mix of case stories, examples, strategies, processes, tools, and techniques along with illustrations, graphics, tables, and other visuals to clarify key concepts and their workplace application. To reinforce the most important learnings, Wong includes a "Memory Card" and "Skill Summary" at the end of each chapter. Nothing is harder than leading people and managing project teams. Being successful takes a combination of knowing human psychology, organizational behaviors, and human factors; having supervisory, process, and communication skills; ensuring good teamwork, high integrity, and strong leadership; and having the ability to integrate and apply these skills to a diverse work team. The Eight Essential People Skills for Project Management is designed for individuals, team leaders, and managers who oversee and coordinate the daily performance of others and who are seeking solutions that they can apply immediately.

Unemployment and underemployment are global development challenges. The situation in Ghana is no different. In 2016, it was projected that, given the growing youth population, 300,000 new jobs would need to be created each year to absorb the increasing numbers of unemployed young people. Yet the structure of the Ghanaian economy in terms of employment has not changed much from several decades ago. Most jobs are low skill, requiring limited cognitive or technology know-how, reflected by low earnings and less decent work. An additional challenge for Ghana is the need to create access to an adequate number of high-quality, productive jobs. This report seeks to increase knowledge about Ghana's job landscape and youth employment programs to assist policy makers and key stakeholders to identify ways to

improve the programming and effectiveness of youth employment programs and to strengthen coordination among major stakeholders. Focused, strategic, short-to-medium and long-term responses are required to address the current unemployment and underemployment challenges. Effective coordination and synergies among youth employment programs are needed to avoid duplication of efforts while transformation of the country's economic structure is improved. Effective private sector participation in skills development and employment programs is suggested. The report posits interventions in five priority areas, which are not new but could potentially be impactful through scaling up. These areas include: (1) agriculture and agribusiness promotion; (2) apprenticeship (skills training); (3) entrepreneurship promotion; (4) high-yielding areas (renewable energy-solar, construction, tourism, sports, and green jobs); and (5) pre-employment support services. Finally, with the fast-changing nature of work due to technology and artificial intelligence, Ghana needs to develop an education and training system that is versatile and helps young people to adapt and thrive in the 21st century world of work.

These days, it's often easier to avoid face-to-face contact in favor of technological shortcuts. But as Michael Gelb argues in this compelling, entertaining book, the meaningful relationships that come from real interaction are the key to creating innovative ideas and solving our most intractable problems. In *The Art of Connection*, Gelb offers readers seven methods of developing this essential rapport in their professional and personal lives. Each chapter covers specific techniques and illustrates them with memorable stories, relevant scientific research, and hands-on exercises that allow readers to apply their new skills. Most important, Gelb reminds us that developing rapport with others is not just a business tool to enhance productivity but a valuable end in itself. He guides us to cultivate the skills we all need to deepen our relationships, broaden our humanity, and transform our lives.

Written for both HRM majors and non-majors, *Human Resource Management: Functions, Applications, and Skill Development* equips students with the skills they need to recruit, select, train, and develop employees. Best-selling authors Robert N. Lussier and John R. Hendon explore the important strategic functions that HRM plays in today's organizations. A wide variety of applications and exercises keep readers engaged and help them practice skills they can use in their personal and professional lives. The Fourth Edition brings all chapters up to date according to the SHRM 2018 Curriculum Guidebook; expands coverage on topics such as diversity and inclusion, AI, employee engagement, and pay equity; and features 17 new case studies on a range of organizations, including Starbucks and its response to the COVID-19 pandemic. This title is accompanied by a complete teaching and learning package. Contact your SAGE representative to request a demo. Digital Option / Courseware SAGE Vantage is an intuitive digital platform that delivers this text's content and course materials in a learning experience that offers auto-graded assignments and interactive multimedia tools, all carefully designed to ignite student engagement and drive critical thinking. Built with you and your students in mind, it offers simple course set-up and enables students to better prepare for class. Learn more. Assignable Video with Assessment Assignable video (available with SAGE Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. Watch a sample video on social media and hiring. Assignable Self-Assessments Assignable self-assessments (available with SAGE Vantage) allow students to engage with the material in a more meaningful way that supports learning. LMS Cartridge Import this title's instructor resources into your school's learning management system (LMS) and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

This book is about the involvement of young people in criminality and the subsequent response of the authorities to their activities. It provides a comprehensive and detailed introduction to these themes, and is intended primarily for second- or third-level undergraduates or those commencing postgraduate studies in this area. It is also an extremely useful textbook for students taking courses in youth justice or training for work in the youth justice system. The book is divided into three parts: the first part, 'Young People, Criminality and Criminal Justice' traces the development of young people from their social construction as children and adolescents; part two, 'Explaining Youth Criminal Behaviour', considers the various criminological explanations – and the relevant empirical evidence to support these – of why it is that young people offend; and part three 'The Contemporary Youth Justice System and its Critics' examines the origins, foundations, implementation and parameters of the contemporary youth justice system.

In the minds of the general public, young people and crime are intrinsically linked; wide-spread belief persists that such activities are a result of the 'permissive 1960s' and the changing face of the traditional nuclear family. Roger Hopkins Burke challenges these preconceptions and offers a detailed and comprehensive introduction to youth crime and the subsequent response from the criminal justice system. This extended and fully updated new edition explores: The development of young people and attempts to educate, discipline, control and construct them, Criminological explanations and empirical evidence of why young people become involved in criminality, The system established by the Youth Justice Board, its theoretical foundations, and the extent of its success, Alternative approaches to youth justice around the globe and the apparent homogenisation throughout the neoliberal world. The second edition also includes new chapters looking at youth justice in the wider context of social policy and comparative youth justice. *Young People, Crime and Justice* is the perfect undergraduate critical introduction to the youth justice system, following a unique left-realist perspective while providing a balanced account of the critical criminology agenda, locating the practical working of the system in the critical socio-economic context. It is essential reading for students taking modules on youth crime, youth justice and contemporary social and criminal justice policy. Text features include key points, chapter summaries and review questions.

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