

focal point coaching executive coach

focal point coaching executive coach represents a specialized approach to leadership development that centers on enhancing the core competencies and strategic vision of senior professionals. This coaching methodology emphasizes targeted growth, accountability, and measurable results to empower executives in navigating complex business landscapes. Throughout this article, the benefits and unique features of focal point coaching executive coach services will be explored in detail. Key topics include the definition and significance of executive coaching, the distinct advantages of focal point coaching, the coaching process, and how businesses can leverage these services for optimal leadership performance. Additionally, the article will address common challenges faced by executives and how a focal point coaching executive coach addresses these issues effectively. This comprehensive overview aims to clarify why executives and organizations increasingly invest in this tailored coaching approach. The following sections provide a structured insight into the essential components of focal point coaching for executives.

- Understanding Focal Point Coaching and Executive Coaching
- Benefits of Working with a Focal Point Coaching Executive Coach
- The Process of Focal Point Coaching for Executives
- Key Skills Developed Through Focal Point Executive Coaching
- Choosing the Right Focal Point Coaching Executive Coach
- Integrating Focal Point Coaching into Organizational Leadership Development

Understanding Focal Point Coaching and Executive Coaching

Focal point coaching executive coach refers to a coaching practice that centers on pinpointing and developing critical leadership capabilities of executives. Executive coaching, in general, is a personalized professional development process designed to enhance an individual's leadership effectiveness and decision-making skills. Focal point coaching distinguishes itself by concentrating on specific areas of growth that align with the executive's goals and organizational priorities.

Definition of Executive Coaching

Executive coaching is a tailored engagement between a coach and a senior leader aimed at fostering self-awareness, strategic thinking, and leadership competence. It involves setting goals, exploring challenges, and implementing actionable strategies to improve performance and influence within an organization.

What Makes Focal Point Coaching Unique?

Unlike broad coaching programs, focal point coaching executive coach services are designed to target pivotal leadership behaviors and skills. This precise focus allows for a more efficient and impactful coaching experience, ensuring that executives achieve meaningful progress in critical areas such as communication, decision-making, and team leadership.

Benefits of Working with a Focal Point Coaching Executive Coach

Engaging with a focal point coaching executive coach offers several distinct advantages that contribute to both individual and organizational success. These benefits extend beyond traditional training methods by offering customized, one-on-one support.

Enhanced Leadership Effectiveness

Focal point coaching helps executives refine their leadership style, improve emotional intelligence, and develop greater resilience. This leads to stronger influence over teams and stakeholders, enabling executives to drive organizational goals more effectively.

Improved Strategic Thinking and Decision-Making

With focused coaching, executives gain clarity on complex issues and learn to apply strategic frameworks that improve problem-solving and decision-making processes. This precision in thinking supports long-term business growth and adaptability.

Greater Accountability and Measurable Results

Focal point coaching executive coach engagements emphasize setting clear objectives and tracking progress, which fosters accountability. Executives can measure improvements in performance and leadership impact, ensuring a return on investment for coaching efforts.

List of Key Benefits

- Personalized development aligned with executive and organizational goals
- Accelerated skill acquisition in critical leadership areas
- Increased self-awareness and emotional intelligence
- Stronger communication and conflict resolution abilities
- Support in navigating organizational change and challenges

The Process of Focal Point Coaching for Executives

The coaching process with a focal point coaching executive coach typically follows a structured framework designed to maximize effectiveness and clarity. This process ensures that coaching sessions are purposeful and aligned with desired outcomes.

Initial Assessment and Goal Setting

The process begins with a thorough assessment of the executive's current leadership capabilities, challenges, and aspirations. This may include 360-degree feedback, personality assessments, and interviews to establish a clear coaching focus.

Customized Coaching Plan Development

Based on assessment findings, the coach and executive collaborate to create a personalized coaching plan that outlines specific goals, milestones, and strategies. This plan serves as a roadmap for the coaching engagement.

Ongoing Coaching Sessions

Regular coaching sessions are conducted to explore challenges, practice new skills, and review progress. The coach provides feedback, support, and accountability to ensure continuous development.

Evaluation and Adjustment

Throughout the engagement, progress is evaluated against initial goals, and adjustments are made to the coaching plan as needed. This iterative approach helps maintain focus and relevance.

Key Skills Developed Through Focal Point Executive Coaching

Focal point coaching executive coach programs target the development of essential leadership skills that are critical for success in executive roles. These skills are cultivated through deliberate practice and reflection.

Emotional Intelligence and Self-Awareness

Executives learn to recognize and manage their emotions effectively, leading to improved interpersonal relationships and decision-making under pressure.

Communication and Influence

Focused coaching enhances executives' ability to communicate clearly and persuasively, fostering stronger connections with teams, peers, and stakeholders.

Strategic Thinking and Visioning

Executives develop the capacity to think long-term, anticipate market trends, and align organizational resources to achieve strategic objectives.

Resilience and Stress Management

Coaching helps leaders build resilience to handle setbacks and maintain performance in high-pressure environments.

Time Management and Prioritization

Executives gain techniques to optimize their time and prioritize tasks that drive the greatest impact.

Choosing the Right Focal Point Coaching Executive Coach

Selecting a qualified focal point coaching executive coach is critical to the success of the coaching engagement. Several factors should be considered to ensure a good fit.

Credentials and Experience

Look for coaches with recognized certifications in executive coaching and a proven track record of working with senior leaders in relevant industries.

Coaching Style and Approach

It is important that the coach's style aligns with the executive's learning preferences and organizational culture. Some coaches may emphasize direct feedback, while others may focus on reflective inquiry.

Client Testimonials and Case Studies

Reviewing feedback from previous clients and examples of successful coaching outcomes can provide insight into the coach's effectiveness.

Sample Questions to Ask Prospective Coaches

- What is your experience with executives in my industry?
- How do you customize coaching plans for individual clients?
- What metrics do you use to measure coaching success?
- Can you provide references from past executive clients?
- How do you handle confidentiality and ethical considerations?

Integrating Focal Point Coaching into Organizational Leadership Development

Organizations that incorporate focal point coaching executive coach services into their leadership development programs often see improved leadership pipelines and overall performance.

Alignment with Corporate Goals

By aligning coaching objectives with business strategies, organizations ensure that leadership development supports broader organizational success.

Support for Succession Planning

Focal point coaching helps prepare high-potential leaders for future executive roles by addressing skill gaps and readiness.

Enhancing Team Dynamics and Culture

Executive coaching contributes to a positive organizational culture by fostering empathetic, effective leadership that promotes collaboration and innovation.

Implementation Strategies

- Identify key leaders who will benefit from coaching
- Integrate coaching goals with performance management systems
- Provide resources and support for coaching engagements

- Monitor and evaluate coaching outcomes regularly
- Encourage feedback and continuous improvement in coaching programs

Frequently Asked Questions

What is Focal Point Coaching in the context of executive coaching?

Focal Point Coaching is a specialized approach in executive coaching that emphasizes identifying and concentrating on key areas of development for leaders to maximize their effectiveness and impact within an organization.

How does a Focal Point executive coach differ from a traditional executive coach?

A Focal Point executive coach specifically helps clients zero in on critical priorities and challenges, creating targeted strategies for improvement, whereas traditional executive coaching may take a broader, more generalized approach to leadership development.

What are the benefits of using Focal Point Coaching for executive leaders?

Focal Point Coaching provides executives with clarity on their most important goals, enhances decision-making skills, improves leadership capabilities, and drives measurable business results through focused personal and professional growth.

Who can benefit most from Focal Point executive coaching?

Senior executives, C-suite leaders, and high-potential managers who face complex challenges and need to prioritize their efforts to lead effectively can greatly benefit from Focal Point executive coaching.

How do executive coaches implement the Focal Point approach in their coaching sessions?

Executive coaches using the Focal Point approach typically assess the client's current situation, identify critical leadership issues, set specific and measurable goals, and use targeted coaching techniques to address these areas, ensuring the client remains focused and accountable throughout the coaching process.

Additional Resources

1. *Focal Point: A Proven System to Simplify Your Life, Double Your Productivity, and Achieve All Your Goals*

This book by Brian Tracy explores the power of focusing on the most important aspects of your life and work. It offers practical strategies to identify your key goals and eliminate distractions. Executive coaches can use these principles to help clients prioritize tasks and improve performance. The book is a foundational resource for those looking to enhance productivity through focused effort.

2. *The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever*

Michael Bungay Stanier's book emphasizes the importance of asking powerful questions rather than providing answers. It is ideal for executive coaches who want to develop their clients' self-awareness and problem-solving skills. The coaching techniques presented help leaders focus on what truly matters, creating lasting behavioral change. This approach aligns well with focal point coaching by concentrating conversations on pivotal issues.

3. *Executive Coaching with Backbone and Heart: A Systems Approach to Engaging Leaders with Their Challenges*

Mary Beth A. O'Neill offers a comprehensive guide to executive coaching that balances empathy with accountability. The book introduces a systems thinking approach, helping coaches and clients understand complex organizational dynamics. It is particularly useful for coaches aiming to pinpoint focal points within leadership challenges. Readers learn to foster meaningful change by addressing root causes rather than symptoms.

4. *Essentialism: The Disciplined Pursuit of Less*

Greg McKeown's book is a powerful manifesto for focusing on what truly matters and eliminating non-essential tasks. It teaches readers how to prioritize effectively and make deliberate choices to maximize impact. Executive coaches can incorporate Essentialism principles to help clients streamline their responsibilities and enhance leadership effectiveness. The book supports focal point coaching by advocating clarity and intentionality.

5. *Co-Active Coaching: Changing Business, Transforming Lives*

Henry Kimsey-House and colleagues present a well-established coaching model centered on collaboration and client empowerment. This book guides executive coaches in facilitating deep exploration of goals and values. It encourages focusing on the client's agenda, making it an excellent resource for focal point coaching methodologies. The Co-Active model promotes sustainable growth by aligning actions with purpose.

6. *Focus: The Hidden Driver of Excellence*

Daniel Goleman delves into the science of attention and how it affects performance and leadership. The book highlights different types of focus and their roles in achieving success. Executive coaches can use these insights to help clients cultivate better concentration and emotional regulation. This resource complements focal point coaching by emphasizing the critical nature of sustained attention.

7. *Quiet Leadership: Six Steps to Transforming Performance at Work*

David Rock's book provides actionable steps for coaches and leaders to improve workplace performance through subtle yet effective interventions. It stresses the importance of directing attention to key issues and facilitating client-driven solutions. Executive coaches will find practical tools to help clients identify and act on focal points that drive change. The approach aligns well with coaching that prioritizes focus and insight.

8. *The Prosperous Coach: Increase Income and Impact for You and Your Clients*

Steve Chandler and Rich Litvin share strategies for building a successful coaching practice centered on deep client relationships. The book emphasizes listening and focusing on what clients truly want to achieve. It offers valuable advice for executive coaches to hone their ability to identify and leverage focal points in coaching conversations. This resource is ideal for coaches seeking both impact and business growth.

9. *Deep Work: Rules for Focused Success in a Distracted World*

Cal Newport outlines principles for achieving high levels of focused work in today's noisy environment. The book encourages creating rituals and habits that support deep concentration and productivity. Executive coaches can apply these concepts to help clients overcome distractions and prioritize critical tasks. Deep Work complements focal point coaching by fostering environments where meaningful progress is possible.

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focal point coaching executive coach: *Coaching for Leadership* Marshall Goldsmith, Laurence S. Lyons, 2011-01-13 When it was published in 2000, *Coaching for Leadership* became an instant classic in the field of executive coaching. This second edition updates and expands on the original book and brings together the best executive coaches who offer a basic understanding of how coaching works, why it works, and how leaders can make the best use of the coaching process. This thoroughly revised edition reflects recent changes in coaching practices, includes well-researched best practices, and provides additional guidance and tools from the greatest leadership coaches from around the world. Each chapter in this important volume addresses a proven application, offers key principles of practice, and highlights critical learning points.

focal point coaching executive coach: *Compass: Your Guide for Leadership Development and Coaching* Pete Scisco, Elaine Biech, George Hallenbeck, 2017-07-19 (Review Package for the book, *Compass: Your Guide for Leadership Development and Coaching*) Continuing research from the Center for Creative Leadership reports what kind of actions contribute to effective leadership—the kind of leadership that generates an inclusive process among managers, peers, employees, and senior leaders, and is marked by direction, alignment, and commitment. Guiding a team or an entire organization toward these outcomes requires competency—an interrelated set of knowledge, skills, and perspectives that address predictable and unpredictable situations. This book is for leaders and managers looking to develop competency in themselves and others. It is also for training and development professionals, either inside companies or working as independent consultants, who can use the book as a coaching tool and as a blueprint for leader development plans. For anyone concerned with his or her development as a leader, dedicated to developing their people for more responsibility, and committed to organizational sustainability, this book can be a valuable tool. This book distills the characteristics, actions, and perspectives at the heart of creative leadership. Its developmental opportunities and coaching tactics support a single purpose: to help you—and the people you develop—become what is needed in any circumstance to galvanize teams, groups, and organizations and help people move toward a thriving future. Achieving competency isn't a check

mark on a list. It's a step toward creative leadership—leadership capable of adapting, inventing, and renewing itself amid the uncertainty, volatility, and ambiguity of a continually changing world.

focal point coaching executive coach: Advancing Executive Coaching Gina

Hernez-Broome, Lisa A. Boyce, 2010-10-19 Praise for Advancing Executive Coaching Rich in content, this book is an impressive and varied review of the field of coaching from a notable assembly of authors. It is thought provoking yet practical, and represents an important contribution to a fast-moving field. A must read for anyone interested in executive coaching and all organizations that want to implement coaching —Marshall Goldsmith, executive coach and author of the New York Times best-sellers, *MOJO* and *What Got You Here Won't Get You There* This excellent book on executive coaching takes the reader on an exciting journey of discovery and explores the link between practice and research. A great resource for HR professionals and coaches. —Professor Stephen Palmer, Ph.D., director of the Coaching Psychology Unit, City University, London, United Kingdom If you are looking for a solid evidence-based book on leadership and executive coaching – look no further. From tools and techniques, to theoretical frameworks and practice advice on how to implement and measure leadership coaching – it's all here. A must-have for the novice and experienced executive coach alike. Enjoy! —Anthony M. Grant, Ph.D., director, Coaching Psychology Unit, University of Sydney The book offers both tested strategies and techniques and an exploration of emerging issues and new directions. —Cindy McCauley, Ph.D., senior fellow at the Center for Creative Leadership The editors have compiled an 'all-star' roster of authors who tackle issues from implementing and evaluating coaching programs to maximizing the effectiveness of individual coaching relationships. This book will be a must have for anyone interested in world-class executive coaching. —Kurt Kraiger, Ph.D., 2010 SIOP President, Professor and Director of the Industrial and Organizational Psychology Program at Colorado State University

focal point coaching executive coach: The SAGE Handbook of Coaching Tatiana Bachkirova,

Gordon Spence, David Drake, 2016-11-03 The SAGE Handbook of Coaching presents a comprehensive, global view of the discipline, identifying the current issues and practices, as well as mapping out where the discipline is going. The Handbook is organized into six thematic sections: Part One: Positioning Coaching as a Discipline Part Two: Coaching as a Process Part Three: Common Issues in Coaching Part Four: Coaching in Contexts Part Five: Researching Coaching Part Six: Development of Coaches It provides the perfect reference point for graduate students, scholars, educators and researchers wishing to familiarize themselves with current research and debate in the academic and influential practitioners' literature on coaching.

focal point coaching executive coach: Adaptive Coaching Terry R. Bacon PhD, Laurie Voss

PhD, 2011-01-11 The fully revised follow-up to Training Media Review's BEST2BUY Winner If every person is unique, why do coaches use the same worn-out methods for everyone? Employees seeking performance improvement require a coaching approach tailored to meet their specific needs and preferences. In *Adaptive Coaching*, Second Edition, executive development experts Terry Bacon and Laurie Voss draw from over 2,000 case studies of Fortune 500 employees to show how people prefer to be coached - and the powerful results coaches can achieve by being adaptable. This essential handbook offers the key tools and techniques that coaches require to identify clients' real needs, negotiate expectations, adapt to different working styles, and help clients change. Bacon and Voss also include numerous examples of coaching dialogues that illustrate how to initiate coaching sessions, build rapport, ask probing questions, give feedback, challenge clients, and effectively close coaching sessions. With four new chapters, *Adaptive Coaching*, Second Edition explores new coaching techniques for encouraging transformative change in your clients. It is the perfect companion to your creative, unique coaching sessions, teaching you to master the on-going and ever changing dialogue between coach and client.

focal point coaching executive coach: Leadership in Sports Coaching Paul Cummins, Ian

O'Boyle, Tony Cassidy, 2017-07-14 The professionalisation of sports coaching has demanded higher standards of leadership in order to improve performance and effectiveness. This book focuses on leadership in sports coaching, exploring key concepts and principles underpinned by a presentation

of new empirical research. Placing social identity theory at its centre – a theory not previously applied to sports coaching – this book provides students and researchers with a powerful tool for understanding the complex social dynamic that is the coaching process. Its chapters cover all the central aspects of sports coaching, including leadership style, measuring effectiveness, motivation, confidence and team self-esteem. Chapters explore different coaching environments to investigate the extent to which social identity impacts on coaching and leadership. A ground-breaking contribution to this field of research, this book demonstrates the significance of social identity theory in sport for athletes, coaches and leaders. *Leadership in Sports Coaching: A social identity approach* is an illuminating read for any student or researcher with an interest in coaching theory, coaching practice, sport psychology, sport leadership or sport management.

focal point coaching executive coach: *Management and Leadership for Nurse Administrators* Linda A. Roussel, Patricia L. Thomas, James L. Harris, 2022-08-05 To succeed as leaders of a diverse, multigenerational workforce, nurse managers and executives need to have both traditional management skills and a contemporary, creative mindset. *Management and Leadership for Nurse Administrators*, Ninth Edition provides a comprehensive overview of key management and administrative concepts critical to leading modern healthcare organizations and ensuring patient safety and quality care. With this text, students will be prepared to lead a workplace that is rapidly evolving due to technology, culture, and changes in the U.S. healthcare system. The Ninth Edition features a new Introduction with a review of the current trends and patterns in nursing leadership, along with expanded discussions of translational science focused on implementation and dissemination, workforce well-being, resiliency, work-life balance, healthy work environments, and more timely topics.

focal point coaching executive coach: *Reframing Campus Conflict* Jennifer Meyer Schrage, Nancy Geist Giacomini, 2023-07-03 This fully revised and updated second edition builds upon the original vision of the first, which was to give voice to diverse and inclusive perspectives, identities, and practices and to enact the principle that student conduct and conflict response must be based upon foundations of social justice and restorative justice to disrupt and transform overly legalistic and escalated management applications in student conduct administration. The Spectrum Model (Schrage & Thompson, 2008) approach centers advocacy for inclusive conflict excellence by expanding traditional adjudication pathways to include dialogue, conflict coaching, mediation, restorative practices, and shuttle diplomacy for a more robust and inclusive expression of conflict and conduct practices. In the intervening decade, this co-edited work has become more relevant than ever as colleges and universities continue to be the targets of litigation, activists, lawmakers and public officials who have, for instance, changed the Title IX rules for responding to sexual misconduct. Civility, hate crimes, activism, immigration, nationalism, and free speech are all again on the forefront of challenges impacting the current campus climate. New chapters cover these and other issues including the unprecedented COVID-19 pandemic response and impact on equity and justice in higher education, and amplified calls for racial justice and police reform. The book is further enhanced by chapter case studies, summaries and questions for dialogue, to encourage further reflection by the reader and bolster the usefulness of the work as a textbook and campus training guide. The second edition is a must-have resource for broad stakeholders invested in inclusive conflict excellence and principled leadership in education in the midst of a shifting and increasingly polarized landscape. This includes legal counsel, higher education presidents, senior student affairs administrators and faculty leadership as well as student conduct practitioners across conduct boards, hearing and appeal officers, residential and organizational staff engaged in student facing campus climate work. *Reframing Campus Conflict* further offers transferable content that supports inclusive conflict excellence inquiry and application in graduate programs, K-12, special education and human resource management practices. This book is for all educators, administrators, practitioners and leaders committed to engaging campus conflict work through the inclusive lenses of social, restorative, transformative and procedural justice. This is also available as a set with *Student Conduct Practice*, Second Edition.

focal point coaching executive coach: The Art and Practice of Leadership Coaching

Howard Morgan, Phil Harkins, Marshall Goldsmith, 2011-01-07 Leadership coaching has become vitally important to today's most successful businesses. The Art and Practice of Leadership Coaching is a landmark resource that presents a variety of perspectives and best practices from today's top executive coaches. It provides valuable guidance on exactly what the best coaches are now doing to get the most out of leaders, for now and into the future. Revealing core philosophies, critical capabilities, and the secrets of coaching success, this one-of-a-kind guide includes essays from fifty top coaches, including Ken Blanchard and Frances Hesselbein. Packed with cutting-edge ideas and proven best practices, this is the definitive source of information for anyone dealing with coaching.

focal point coaching executive coach: Women in Top management Bettina

Al-Sadik-Lowinski, 2020-11-09 Ask 110 top female executives from five nations to reflect on their careers and leadership as part of an international scientific study and you will uncover a set of recommendations for women who want to become and remain international business leaders. There is also invaluable advice for corporate managers wanting to recruit skilled women into executive positions. This book is based on the authentic experiences and original words of the interviewees - all of whom are senior female executives - and on the author's analytical insights, all set within a qualitative, scientific framework. In this international research project, the Global Women Career Lab, the author analyzes what motivates these fascinating role models, how they plan their career trajectories, what mechanisms they use to overcome obstacles and what leadership strategies have enabled these women to reach senior management positions. The book offers the reader a remarkable insight into the experiences of women in top business positions in Russia, China, Japan, France and Germany. About the author: Dr. Bettina-Al-Sadik-Lowinski is a researcher, author and certified international mentor-coach (MCC). Following a long management career in multinational companies, she has worked as an international executive coach and expert on diversity in Germany, France, Japan and China. Reviews: A wealth of testimonials from female role models from all over the world, with valuable advices for women pursuing professional development as well as for companies leveraging diversity for competitive advantage. Hong Chow, China CEO Roche Pharma, Member of Supervisory Board Beiersdorf Women need other women as role models in management in order to plan their careers more strategically and understand that the sky is unlimited for them. In this book, 110 role models from various countries share their experiences and I was especially impressed by the examples from Asian female leaders. Mari Nogami, President Takeda Consumer Healthcare Japan, Ex (the first) Chair of Women in Business AmCham Japan As a big advocator for global diversity I recommend this book to all women who want to rise up their careers globally and to corporate leaders who support diversity in their companies worldwide! Rosa Lee, Executive Vice President of Bosch China, Member of the Board and Corporate HR Head APAC „It's not right to think that business is a man's world. Women are more sensitive and calmer - this makes us different, helps us to balance and makes ladies the best partners for men. Natalia Ryzhkova, CEO Gulliver&Co Int., Russia International, authentic reports from female top managers from different countries combined with a sound scientific analysis of the growth factors for women in management. Insights across countries. Highly recommended! Professor Dr. Jutta Rump, Managing Director, Institut of Employability (IBE), University of the Economy and Society Ludwigshafen, Germany „Women need to understand the country specific codes and create their best image as topmanager- using language, their look and body postures. This books shows us the similarities and the differences of female images in top positions in the five nations. Great findings! Muriel de Saint Sauveur, President Women Masterclass France, former International Marketing, Communications and Diversity Director, Mazars Group, France „Les femmes doivent oser prendre leur juste place dans l'economie, que ce soit en tant qu'entrepreneure ou en tant que cadre dirigeante. C'est une question d'equilibre social mais plus encore de potentiel de performance. Plus de femmes signifie plus de croissance et plus de diversité dans les choix stratégiques. Osez, osez, c'est le maitre-mot à mettre en pratique! Marie-Claire Capobianco, Ex membre du Comité exécutif du groupe BNPParibas, Membre du Haut

Comité de Gouvernement d'Entreprise, France „Chinese female executives have many strengths. Great learnings also from women around the world. A treasure book! Shelley Chen, Senior Director Human Resources, Communications and Public Relations, Saint-Gobain Pipe, APAC, Head of PAM-LAN- Diversity Institute, China Top managers from five nations provide insights into how they strategically plan their careers, and break down barriers. The author Dr. Bettina Al-Sadik-Lowinski has managed to work out the cultural differences and similarities between these women. Very educational, worth reading and scientifically sound. Prof. Manuela Rousseau, Deputy chairwoman of the supervisory board and Author, Germany Finally. International role models report what women need to advance further. The quotes contain a global fund that helps women successfully overcome barriers. Christine Rittner, former Global CHRO, Executive board member, Lidl, Germany A journey through the career worlds of women of different cultures. Solidarity from women for women. Highly recommended. Dr. Marion Welp, Attorney at Law, Chief Human Resources & Legal Affairs Officer, Member Executive Management Team, Board member, Esprit, Germany Women in top management positions speak plain language. A great initiative. Sonja Mechling, Head of Global Marketing, UX & Digital Innovation, Schindler Group, Germany „This world deserves more ladies in the leadership positions as a driver of positive changes. Dr. Bettina and her ladies had found their way to the Top and generously shares it in the book. Evgeny Bazhov, Chief Representative, Russia, Financial Association of EuroAsian Cooperation „Full of valuable insights. A must read to understand how women career paths work. Read it. Implement it. Christine Hesse, CEO Hesse Design, Germany Check out our two webinars on this book! In this panel discussion with female senior executives from different nations USA, China, Japan, Russia and Germany, the subject is what women in top leadership positions in different countries have in common and what makes them different: <https://www.youtube.com/watch?v=D-HN5VT64Aw> In this video, Dr. Bettina Al-Sadik-Lowinski and her guests, all in high leadership positions themselves, read the authentic quotes from the book: <https://www.youtube.com/watch?v=mcbSiQ7pK9Y&t=1265s>

focal point coaching executive coach: Building Web Sites All-in-One Desk Reference For Dummies Doug Sahlin, Claudia Snell, 2007-02-03 From idea to online, your key to great-looking Web sites Your one-stop guide to building a user-friendly site with professional flair Whether you're building a site to keep in touch with others, sell products, or promote a cause, you want to make sure yours stands out in the crowd. This handy reference shows you how to design an accessible site, create graphics and navigation menus, build forms, insert sound and video, and keep your visitors coming back for more. Discover how to Plan, maintain, and promote a Web site Design with users in mind Work with HTML and CSS Optimize graphic elements for the Web Build your site with e-commerce functionality

focal point coaching executive coach: The Business and Practice of Coaching: Finding Your Niche, Making Money, & Attracting Ideal Clients Wendy Allen, Lynn Grodzki, 2005-09-17 Building a thriving coaching business is a challenge. An estimated 30,000 coaches have entered the coaching profession during the past five years. Unfortunately, the majority report they are unable to earn a living wage from their coaching services. Competition is high, and the knowledge of how to succeed in the business is often lacking. To survive today, coaches must match their enthusiasm with strong business and marketing expertise. Lynn Grodzki and Wendy Allen are veteran business coaches who understand how to strategically approach the business and the practice of coaching as well as how to mentor new coaches entering the profession. The Business and Practice of Coaching is the first text to combine a coaching approach (step-by-step exercises, direct suggestions, insider's tips, and motivational plans) with solid business information and ideas in order to give new and experienced coaches exactly what they need to prosper in the competitive business of coaching. Grodzki and Allen help coaches succeed by giving them the right information, showing them how to develop an entrepreneurial mind-set, and demonstrating how to customize a business plan that can spell the difference between accomplishment and collapse. Grodzki and Allen gives each reader the ability to:

- * Build a coaching business that has relevance to the larger community around it and be aligned with the new realities of the coaching profession.
- * Refine your coaching skill set to incorporate the

five coaching competencies that signal to the public that you are a masterful coach. * Define your innate coaching specialty and target a profitable niche market so you can make a bigger impact as a coach. * Implement the eight best marketing strategies to attract coaching clients (and know the marketing ideas that coaches do best to avoid). * Set and raise your fees the right way, develop multiple streams of coaching income, and build a six-figure business that you can own and sell. * Institute risk management policies that ensure your practice is legally safe, ethically sound, and trouble free. Covering all of the territory from positioning your coaching business, differentiating it from the competition, acquiring basic entrepreneurial skills, and learning from profiles of master coaches *The Business and Practice of Coaching* offers a wealth of information and accessible, yet expert guidance. Readers will discover how to take advantage of current trends and avoid distracting hype within the quickly changing coaching profession so that the coaching business they build today will be viable tomorrow.

focal point coaching executive coach: *Strategic Talent* Ganesh Shermon, 2018-08 Ready Reckoner for Recruiters in a Digital World! Talent Search - Identification, Attraction, Evaluation, Benchmarking, Competitive Comparisons, Socialization, Placement to outperform your talent war competition. Strategic talent aims to change the way we attract talent. With over 200 pages of Methods, Forms, Templates, Competency Testing, Simulations, Case Studies, IN Basket, Roles, Personality Tests, Games, Templates, Scoring to conduct Strategic Talent Centers, Syndicate Discussion, Leadership Exercises, Values & Integrity.

focal point coaching executive coach: *The Power of Organizational Knowledge* Casey J. Bedgood, 2022-08-25 Is knowledge powerful? Do leaders and those aspiring really understand the importance and power of organizational knowledge? Can knowing accelerate one's career journey, while not knowing disrupt success? Will leaders and organizations achieve their full potential and mission without leveraging organizational knowledge? This book is for leaders, aspiring leaders, professionals, students, performance improvement practitioners, and strategists regardless of industry. It provides a quick, clear, and concise guide for readers to understand organizational knowledge, create knowledge transfer plans, and leverage knowledge to lead from the front. Without knowledge, leaders and their organizations will eventually operationally perish. In this book, leaders will learn the power of the following: • Strategic knowledge • Knowledge related to organizational governance and structure • Creating knowledge plans and capturing and sharing knowledge • Leveraging organizational knowledge in integrating organizations and building teams • Knowledge in leadership decision making

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for professionals in business and management but is equally beneficial for researchers and students aiming to deepen their theoretical understanding. Additionally, it offers practical guidance and real-world case studies to support consultants, entrepreneurs, and policymakers alike.

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