



Les responsables porteurs de sens

Culture et pratique du
coaching et du team-building

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Vincent LENHARDT

Responsables Porteurs Sens Vincent Lenhardt

Marie-Odile Vervisch, Philippe Auriol



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, *Prácticas de Coaching* Sylviane Cannio, Viviane Launer, 2008-11 Viviane Launer y Sylviane Cannio revelan las técnicas y herramientas que facilitan la liberación del potencial y su reflejo en el desempeño laboral y en el equilibrio personal

Ebook: Mentoring with a Coaching Attitude: International Corporate Mentorship that Works Sylviane Cannio, Cicero Carvalho, Fisher Yu, 2023-07-07 Such a timely and forward looking book especially in the era of twin transition I genuinely hope this book will serve as a resource for inspiration for all practitioners in every aspect of modern life Dr Riza Kadilar EMCC Global President Netherlands This is an important book that provides clear unambiguous guidance in a how to structure which can assist any company that is committed to unlocking the hidden potential of its people Frank Nigriello Director of Corporate Affairs Unipart Group UK Mentoring with a Coaching Attitude explores the intersection of mentoring and coaching to offer a new toolbox that team leaders consultants and coaches can use in their own practice Drawing on the long history of mentoring across the world the experienced contributors highlight the foundations of mentoring within the importance of relationships and the transmission of knowledge between humans for success The book's three part structure builds on the idea of mentoring with a coaching attitude and successful mentoring programmes in organisations A range of international case studies are intertwined with the history and philosophy of mentoring throughout Including work from Belgium France Morocco China UK the Middle East Brazil and Poland and in a diversity of organisations from NGOs like Médecins sans Frontières to universities and multinational companies The case studies clearly outline how the core potential of a client or mentee can be harnessed with active listening impactful questioning creating awareness and leading to experimentation and action The book is ideal for leaders and business owners who would like to organize mentoring programmes that work and be confident that knowledge and experience is being shared between senior leaders and more junior colleagues The book is also dedicated to coaches and consultants looking to enhance their practice and ensures they can be confident across practical and theoretical settings Sylviane Cannio is a Master Practitioner EMCC and Master Certified Coach ICF She was previously Vice President of ICF UK and Global Board member She is also an assessor for the EMCC EIA EQA and ESQA accreditations co founder and Chief Learning Officer of MentoringCo and President of GO TKM Global Think tank on Organizational Tacit Knowledge Management Cicero Carvalho is a Senior Partner at MentoringCo as well as a Master Practitioner IAC and member of the EMCC He was previously National Learning Development Lead Brazil at Bristol Myers Squibb and Business Excellent Director for Pfizer in Latin America Fisher Yu is the first President of EMCC China CEO of MentoringCo China and General Secretary of GO TKM He was the recipient of the EMCC Global Mentoring Award in 2021 and 2022 and is a mentoring pioneer and market leader in China *The New Spirit of Capitalism* Luc Boltanski, Eve Chiapello, 2018-01-16 New edition of this major work examining the development of neoliberalism In this established classic sociologists Luc Boltanski and Eve Chiapello get to the heart of contemporary capitalism Delving deep

into the latest management texts informing the thinking of employers the authors trace the contours of a new spirit of capitalism They argue that beginning in the mid 1970s capitalism abandoned the hierarchical Fordist work structure and developed a new network based form of organization founded on employee initiative and autonomy in the workplace a putative freedom bought at the cost of material and psychological security This was a spirit in tune with the libertarian and romantic currents of the period as epitomized by dressed down cool capitalists such as Bill Gates and Ben and Jerry and as the authors argue a more successful pernicious and subtle form of exploitation In this new edition the authors reflect on the reception of the book and the debates it has stimulated

Coaching for Meaning Vincent Lenhardt, 2004-03-04 This book's focus is on the concept of the leader as a bearer of meaning and purpose within the organization and the significance of this for coaching and team building The author presents tools for the development of managers as coaches and models for how to achieve this For a manager coaching is a practice and a philosophy This is a seminal work on coaching and team building in relation to the culture of the company the board and the individual written by a leading practitioner

The British National Bibliography Arthur James Wells, 2004

L'Âme de l'organisation Jean-Jacques Bourque, François Lelord, 2013-02-05T11:41:54-05:00 TH MES ABORD S La personne du dirigeant Dilemmes de direction et jugement clinique La gestion des personnalités difficiles Dilemmes de la carrière la vie Le stress du dirigeant Le stress du PDG La gestion du stress La gestion de la dimension psychologique du changement Les valeurs ajoutées du dirigeant Les compétences psychologiques du dirigeant Gestion des ressources humaines ou gestion humaine des ressources Les habiletés de coaching Des psychiatres dans les conseils d'administration

Le Réenchantement du Coaching Baptiste Rappin, 2005-06

Le contrat de défiance Michela Marzano, 2010-10-06 Sans confiance entre les individus c'est toute notre société qui se croule La peur la déraison la faillite la guerre la paranoïa menacent Pourtant la judiciarisation des rapports contractuels le désordre la difficulté d'accepter notre part humaine de fragilité sans laquelle la confiance n'existe pas engendrent une société où de la défiance L'essai magistral de Michela Marzano offre une double perspective historique et philosophique de la banqueroute de Law 1720 la crise du prêt interbancaire 2007-2008 de l'egoisme libéral au doute systématique des théories du complot du don de soi dans l'amour la multiplication des conflits juridiques dans la sphère privée sait-on que 70 % des contentieux au TGI sont familiaux de la crainte de tout perdre l'loge de la dépendance Michela Marzano construit et construit notre rapport la confiance Le pilier de notre civilisation

Cas de coaching commentés Sylviane Cannio, Viviane Launer, 2020-05-28 DANS LES COULISSES D'UN COACHING COMMENT SE DÉROULE UN COACHING DANS LA PRATIQUE COMMENT DÉVELOPPER SON SAVOIR FAIRE DE COACH ET ACQUÉRIR LA MATRISE DES DIVERS OUTILS ET TECHNIQUES P dagogique et totale

Mieux diriger cela s'apprend Eric Morel, 2011-03-10 Accroître son efficacité et son pouvoir en comprenant ce qui fait un leader et comment on peut le devenir tel est l'objet de ce livre Après avoir méthodiquement analysé et expliqué en quoi un manager se distingue d'un leader l'auteur puise dans les recherches les plus r

centes sur le développement personnel le coaching et le team building pour isoler les composantes de l'intelligence rationnelle intuitive motionnelle spirituelle et intérieure sur lesquelles on peut agir pour augmenter sa dimension de leader Pour parvenir à l'équilibre de ces composantes qui caractérisent la plupart des grands leaders l'auteur propose une série d'exercices et de réflexions sur soi-même qui vont permettre au lecteur de progresser L'ensemble des questions soulevées par l'auteur sont reliées aux questions professionnelles innovation gestion d'équipe éthique de gestion gestion du changement ce qui permet de rapidement mettre en application les conseils qu'il donne

Secrets de managers Marie-Odile Vervisch, Philippe Auriol, 2011-09-14 Quels sont les secrets des managers pour réussir aujourd'hui Pour relever les défis du quotidien des managers témoignent et vous proposent leurs savoir-faire Comment traiter des flux d'information incessants Que faire pour

Pari sur les hommes : le management par la vision partagée Pierre Barrère, Jean-Claude Montauze, 2009-07-01 Comment dans une entreprise libérer les énergies sans prendre le risque de la dispersion du gaspillage et de la démotivation Cet ouvrage prend l'exemple d'un équipementier en phase de repositionnement dans un contexte de forte concurrence internationale le dirigeant était convaincu que pour faire face ces perturbations il devait donner confiance et autonomie aux salariés Cet ouvrage montre le travail accompli en deux ans croisant témoignages directs et méthodologie de la vision partagée

Coacher les entrepreneurs Jean-Philippe Bozek, 2011-07-07 Entrepreneur un métier une vie Pour l'auteur ex-patron devenu coach la performance et la longévité d'une entreprise dépendent de la combinaison de trois facteurs les rôles d'enfant de l'entrepreneur sa culture d'origine et son mode de leadership Quels processus déclenchent l'envie de création Quelle part de psychologie influence les choix de l'entrepreneur En s'appuyant sur le parcours d'entrepreneurs anonymes ou très connus cet ouvrage prouve l'importance d'un accompagnement ciblé ponctuel ou au long cours afin de réussir son projet d'entreprise

Les professions de la communication Jean-Luc Michel, 2004 **Le métier de coach** François Delivré, 2013-10-26 Le coaching est la mode mais le coach demeure un inconnu Au-delà des qualités communément admises en relation d'aide quels sont les savoir-faire nécessaires à l'exercice de cette profession En utilisant la forme originale d'une correspondance Coacher pour la première fois François Delivré, Noëlle Philippe, François Souweine, 2011-07-07 9 cas commentés par des pros labor collectivement par des enseignants de l'Académie du Coaching cet ouvrage commente neuf cas de première fois vécus par des coaches en formation Avec des fiches outils un guide d'évaluation de séance et un

De Formateur à Coach Flavia D Palladino, 2025-07-24 Former ne suffit plus Dans un monde en perpétuelle transformation transmettre des savoirs ne garantit plus ni l'engagement ni la mise en action Aujourd'hui les formateurs et formatrices sont appelés aller plus loin créer un cadre de sécurité favoriser l'autonomie accompagner les prises de conscience Bref adopter une posture de coach Cet ouvrage s'adresse celles et ceux qui sentent que la posture classique du formateur ne répond plus aux enjeux du terrain Il ne s'agit pas d'abandonner l'expertise mais de l'élargir D'oser une pédagogie qui écoute qui interroge qui fait confiance Flavia D Palladino trace un chemin clair et incarné au croisement du coaching de la formation et de l'intelligence collective Elle partage ses

outils ses expériences ses situations aussi pour inviter chacun avancer son rythme en cohérence avec ses valeurs Un livre engage accessible et vivant qui donne envie de transformer ses pratiques sans se trahir Parce que changer de posture ce n'est pas devenir quelqu'un d'autre C'est peut-être enfin devenir pleinement formateur PROPOS DE L'AUTRICE Flavia D Palladino est formatrice coach accréditée ICF et fondatrice d'Equilead un organisme qui mène la pédagogie expérimentale quicoaching et intelligence collective Elle accompagne depuis plus de 15 ans des managers formateurs et équipes dans leur transformation avec une conviction l'apprentissage est d'abord une affaire de relation humaine

La dynamique des équipes et l'intelligence collective Olivier Devillard, 2017-06-22 Faites l'équipe elle fera le reste Si l'équipe est un des meilleurs moyens pour atteindre un enjeu ambitieux elle l'est aussi pour assurer un excellent rendement et procurer au collaborateur une dimension taille humaine qui le protège des effets excessifs du stress Quelles sont les règles de la dynamique collective Comment parvenir à l'intelligence collective Pourquoi rencontre-t-on des résistances au fonctionnement en équipe Comment améliorer la coopération Cette quatrième édition entièrement reconstruite décrypte tous ces aspects encore peu explorés et intègre tous les éléments nouveaux liés au contexte des entreprises et des équipes outils collaboratifs connexion continue pression des processus équipes autonomes et entreprises libérées Un guide de référence depuis plus de 20 ans Opérationnel il s'adresse la fois aux responsables mais aussi aux spécialistes de l'accompagnement en intelligence collective consultants coaches formateurs enseignants Complet il aborde tous les sujets spécifiques cette configuration humaine déployée autant en entreprise que dans le sport ou dans les services d'urgence Pragmatique il présente nombre d'expériences scientifiques menées en sciences sociales et d'exemples vécus par l'auteur soit directement comme coach soit indirectement comme superviseur

Savoir être coach Reine-Marie Halbout, 2015-06-18 La culture générale du coach Les ressorts cachés des vocations Les quatre ressources indispensables Les clés d'une posture juste Véritable trait de savoir-être l'usage des professionnels du coaching ce livre se centre sur la personne du coach son histoire ses motivations conscientes et inconscientes sa posture et son éthique Dans cette nouvelle édition enrichie de deux chapitres l'auteur donne un point de vue original sur l'exercice de ce métier en le situant au sein des pratiques d'accompagnement Bien au-delà du culte de la performance le coaching représente selon elle une voie nouvelle pour relier le sujet au monde du travail dans une recherche de sens de cohérence et d'équilibre Elle invite coaches et futurs coaches se positionner comme des acteurs engagés conscients des enjeux individuels et collectifs de leurs interventions

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