

903 Executive Coaching Weekly Writing 3

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What is Rao's definition of transformation coaching? Transformational coaching embodies an inside-out approach that will empower the coach to facilitate sustainable change in others by transforming how they think and perform. Transformational coaching help leaders examine and improve their thinking so that they can grow in a way that is congruent with the mindsets that support positive sustainable change. The authors coaching theory and practice have been by copies philosophical and academic studies that preceded them. However, consulting seeks to improve effectiveness through objectives external analysis and diagnosis. Consultants may provide specific solutions to problems whereas coaching empowers leaders to discover and create their own solution and path to achieving their goals. Mentoring involves learning mastery from the perspective of an existing expert in the same field. Mentoring is centered around the mentor's specific experience and advice for the mentee, whereas coaching focuses on the client's individual situation and goals. Coaching is a synthesis of the greatest practices culled from a historical spectrum from the ancient philosophers to nineteen century psychologist and all the way through to contemporary neuroscientist as well as the best practice from global business leaders. This broad spectrum of important knowledge has been dissected and analyzed to glean the most salient thinking and efficacious models, which are then assimilated for a cohesive multi-faceted approach to improving human performance.

Ethical principles that a coach should contain: Ethics are those guidelines established by the field to ensure that all individuals practicing in that field do not harm to their client. Guide individuals to do their best work, creating the most constructive relationship and positive outcome possible both with and for the client. Being honest about your offering as a coach, how

coaching works, maintain client confidentiality, honoring agreement, and referring clients to other professionals when deemed appropriate. There are twenty-five ethical guidelines grouped in several categories: professional conduct at large, handling conflict of interest of professional conduct with clients, and maintaining confidentiality and privacy. Confidentiality creates safety and trust and is the bedrock of the relationship.

Andragogy: Adults learning is an immense zone of instructive research and presumably one of the most entangled. Adults adapt distinctively and have various techniques in learning. Adults learning theory, and principles clarify in subtleties these methodologies and reveals more insight into how adults develop information. According to Malcolm Knowles research shows us that as we seek to build deeper knowledge in this digital age, we should strive to climb the taxonomy pyramid to encourage leader and students to apply, analyze, evaluate, and create. This means step out the comfort zone and take chance to grow and complete with others.