

**THE**  
**Fertile**  
**VOID**  
**GESTALT**  
**COACHING**  
**AT WORK**

**John Leary-Joyce**



# Fertile Void Gestalt Coaching At Work

**David Baud**



## **Fertile Void Gestalt Coaching At Work:**

The Fertile Void John Leary-Joyce, 2014 A practical accessible and yet genuinely authoritative handbook on the application of Gestalt to the world of executive coaching In The Fertile Void John Leary Joyce a pioneer of Gestalt coaching distills a lifetime s experience of Gestalt psychotherapy coaching and coach training Starting with a down to earth examination of the psychological theory that underpins the Gestalt approach to coaching the book then uses numerous examples and exercises to take you through Gestalt coaching in action John then helps you develop practitioner skills through Active Experimentation Bodywork and Team coaching He concludes with guidance on how you can develop your Signature Presence essential to effective coaching then examines the role of Supervision in a Gestalt coaching context An invaluable handbook for both experienced executive coaches seeking to extend their range of interventions and impact and those new coaches developing a coaching skill set A highly practical book it provides transparent step by step guidance and numerous useful experiments all of which make it a great learning experience for internal coaches because it directly addresses the complexity of their context A great and very readable book for any coach who wants to increase their ability to work with emergent change in their individual or team coaching relationships Highly accessible fluidly and expertly written this book is beautiful It gave me a highly informative and deeply interesting entry point to using Gestalt in my practice

**Gestalt Coaching** Peter Bluckert, 2020-12-29 Gestalt Coaching Distinctive Features makes Gestalt principles values and philosophy accessible to coaches of all backgrounds and explains how to apply them in practice Peter Bluckert introduces 30 distinctive features of this approach divided equally between theory and practice The book provides concise but clear summaries of core concepts such as awareness and contact the nature and power of unfinished situations the Field perspective the phenomenological approach The Gestalt Cycle of Experience and the nature of strategic and intimate interactions Bluckert provides a set of practice guidelines and watch outs for the Gestalt coach information on training and development and several case examples to bring the approach to life Gestalt Coaching reveals how this approach can be used in individual development such as executive coaching with groups and teams and in wider social and political contexts With a focus on personal growth and development and enhancing co operation dialogue and relationships this book will be an invaluable tool for coaches of all backgrounds in practice and in training academics and students of coaching and anyone interested in learning more about how to apply Gestalt principles in their personal and professional life

**Gestalt Coaching: Right Here, Right Now** Peter Bluckert, 2016-03-16 In Gestalt Coaching Peter Bluckert draws on thirty years of experience as an organization development consultant executive coach and leadership trainer to present a unique perspective on how to become a better coach using Gestalt techniques This practical guide sets out an accessible yet critical examination of the Gestalt approach and its application to the executive coaching practice Through the use of case studies from a wide range of organizational settings Bluckert shows you how to apply the principles of Gestalt practice to both one to one and team

coaching The result is a rare opportunity to appreciate the power depth subtlety and impact of an approach that offers much to both novice and experienced coaches **Gestalt Psychotherapy and Coaching for Relationships** Philip

Brownell,2017-09-01 Gestalt Psychotherapy and Coaching for Relationships provides psychotherapists and coaches with a thorough understanding of two person dynamics and offers practical interventions for working with couples and with two person teams within larger organizations Part I of this text relates contemporary gestalt therapy theory and gestalt based coaching to developments in phenomenology hermeneutics cognitive science extended cognition embodiment and kinesthesiology Through a variety of narratives Part II builds upon these themes and examines issues that typically emerge during couples work including infidelity provocative language asymmetric relationships sex the use of emotion limits and boundaries and spirituality Also included are general strategies for assimilating coaching into psychotherapy and vice versa as well as recommendations for further study The Theory and Practice of Relational Coaching Simon Cavicchia,Maria Gilbert,2018-07-27 The relational turn is a movement affecting a range of disciplines including neuroscience psychoanalysis psychotherapy organisational consulting and more recently coaching Its primary focus is on the centrality of human relating in determining how individuals develop make meaning and function individually and collectively In The Theory and Practice of Relational Coaching Complexity Paradox and Integration Simon Cavicchia and Maria Gilbert expand existing coaching theory and practice to focus on the implications of the relational turn for how coaches and clients think about the nature of identity the self change learning and individual and organisational development Drawing on perspectives as varied as relational neuroscience the relational foundations of personality development psychoanalysis psychotherapy shame vulnerability complexity and systems ideas the authors shed light on many of the paradoxes and challenges facing coaches and their clients in today s fast paced volatile and uncertain organisational environments These include holding tensions such as the uniqueness of individual needs with the requirements of organisational contexts managing multiple stakeholder expectations and networks and balancing linear approaches to change with adjusting to emerging and unpredictable events Given the ever increasing volatility complexity and uncertainty that coaches and their clients face The Theory and Practice of Relational Coaching guides the reader through a series of illuminating perspectives examples and practical suggestions These will enable coaches to integrate a more relational orientation in their work and extend their range and that of their clients for responding creatively to the challenges of modern organisational life The book will appeal to coaches and coaching psychologists in practice and training as well as counsellors and psychotherapists retraining as coaches *The Future of Coaching* Hetty Einzig,2017-05-18 We live in a world that is volatile uncertain complex and ambiguous in which our work and lives are constantly disrupted and changing But coaches and leaders are still trained to operate within stable models with a uni focus on performance Coaches are starting to question the remit of raising performance within existing systems many of which are outdated dysfunctional and even toxic The role of the coach today must evolve to become fit for purpose in

challenging times and coaching must re-articulate its values as the essential compass for navigating turbulent waters. In *The Future of Coaching*, Hetty Einzig examines the role of coaching and leadership in the twenty-first century and sets out a compelling vision for its future. Drawing on experience gained over twenty-five years of coaching leaders in the corporate and public sectors in the UK and globally, she challenges the tenet of coaching neutrality. Rather than simply following the client agenda, she encourages coaches to see themselves as partners in courageous leadership and to work towards building an ethical, holistic, and networked coaching approach to help create businesses that serve society and our globalised world. The book asks essential questions of coaches working today: how can leaders and coaches become positive deviants and transform the rules of the game within cultures where denial and group think are rife? How can coaches work with the anxious and depressed, embracing the dark as well as the light? Are coaches prepared for the rise of Millennials, women leaders, and those over sixty? The *Third Act*, Einzig challenges the model of the Strong Leader in favour of Responsible leadership based on authentic strength, distributed power, and responsive thinking. And she shows how this vision of a transformed workplace is essential for the transformations society must undertake to reclaim a positive future. This thought-provoking collection of essays, designed to be read in any order, is enlightening and inspiring reading for coaches in practice and in training, HR and L D professionals, and for leaders everywhere.

**Professional Coaching** Susan English, Janice Sabatine, Philip

Brownell, 2018-12-07. Incorporating a wealth of knowledge from international experts, this is an authoritative guide to provide a comprehensive overview of professional coaching. Grounded in current research, it addresses the historical, ethical, theoretical, and practice foundations of professional coaching and examines such key therapeutic approaches as acceptance and commitment, internal family systems, psychodynamic, and interpersonal. In easily accessible language, the book discusses core considerations for effective practice, such as presence, meaning, making, mindfulness, emotions, self-determination, and culture. The reference examines the variety of practice settings for the profession, including executive life, personal health, wellness, spiritual, team, education, and career coaching, along with critical issues such as research, advances, credentialing, and training. Further contributing to coaching savvy, the book has techniques for measuring client progress, applications of adult development, intentional change theory, and more. Chapters include recommendations for further reading.

**Key Features**  
Provides a comprehensive overview of a fast-growing field.  
Includes contributions from international experts.  
Covers historical, professional, philosophical, and theoretical foundations, as well as important applications and practice settings.  
Includes suggestions for further reading.

**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

**The Complete Handbook of Coaching** Elaine Cox,Tatiana Bachkirova,David Clutterbuck,2023-10-01 This fourth edition provides the most comprehensive guide to the field of coaching exploring a range of coaching theories and approaches genres and settings and professional issues It supports trainees and professionals to identify and develop a personal style of coaching Each chapter includes discussion questions to facilitate reflection on the topic further reading suggestions and case studies that help trainees make the crucial link between theory and practice Its three parts cover The theoretical traditions underpinning coaching such as cognitive behavioural gestalt and existential Contexts and genres such as life executive peer team and career coaching Professional issues such as ethics supervision continuing professional development standards and mental health issues This Fourth Edition comes with a new chapter on Diversity and Inclusion in Coaching updated content throughout on cross cultural coaching and updated Further Reading A new online Teaching Guide provides chapter teaching and assessment suggestions videos and further reading to help support trainees learning Thousands of practitioners and trainees across a variety of professions have been helped by this distinctive handbook From those working in health to education from business and management to psychology this unique handbook is an invaluable resource for any coaching career

**Coaching as a Leader** Jennifer Kidby,2025-04-03 Coaching individuals and teams is an essential part of a leader's role Without effective coaching employees and businesses will never reach their full potential but how do you get this right How can leaders encourage people to think critically and confidently problem solve How can they adapt their communication style to make sure that language is clear and direct but also supportive and motivational How can leaders use their coaching skills to influence employee behaviour and company culture This book answers all these questions and more to provide leaders senior executives and senior coaches with a best practice guide on how to coach from a senior position It covers the skills you need to coach as a leader as well as how to adopt a coaching approach to all elements of the employee life cycle from onboarding and engagement through to goal setting and managing performance Coaching as a Leader has been created by senior business professionals together with the Association for Coaching Linda Beatty Ross Hunter Jennifer Kidby Victoria Leath Katy McGregor Nuha Al Moosa Andy Murphy Dena Paris Angela Ryan Paul Williamson and Tony Worgan

**Relational Organisational Gestalt** Marie-Anne Chidiac,2018-04-19 This book provides a comprehensive view of the application of Relational Gestalt theory to Organisation Development and change interventions in organisations Uncertainty and frequent change are the hallmark of our times In the field of Organisational Development and Change fixed methodologies no longer adequately address the uncertainty and uniqueness of today's more complex change situations and more adaptive approaches to change are needed Gestalt is a relational dialogic and emergent approach which means that it views individuals and organisations as embedded in their context dependent on and emerging from within a web of

relationships and interactions As such Gestalt offers a transformative integral and bespoke methodology for working with this complexity This approach supports practitioners to attend to their presence seek out the most pressing issues and mobilise for sustainable change Gestalt has at its heart the notion of use of self as instrument which allows practitioners to be responsive to emergent issues and situations Relational Organisational Gestalt is at the leading edge of Gestalt theory and application in organisational settings

*Leadership Team Coaching in Practice* Peter Hawkins,2022-02-03 A high performing and cohesive leadership team is essential for organizational success *Leadership Team Coaching in Practice* provides an overview of the tools and techniques for coaching leadership teams and shows how these approaches have been applied around the world in a variety of team types and industries Featuring expert contributions from chief executives team coaches team leaders and consultants in organizations including Comair and the UK National Health Service NHS this practical guide illustrates best practice tailored to the needs of each organization The new and updated third edition of *Leadership Team Coaching in Practice* incorporates the latest research and thinking in the field including new material on developing the personal core capacities for systemic team coaching Alongside updates to case studies to offer a long term view of interventions the third edition contains new case studies including team coaching in Toyota through a period of transformation There is a new medley chapter of short case stories that address some of the regularly asked questions by new team coaches and new material that explores ways of creating a teaming and team of teams culture This book remains an essential resource for executive and team coaches CEOs team leaders organizational development consultants and those studying coaching as part of a degree or coaching qualification

**The Art of Listening in Coaching and Mentoring** Stephen Burt,2019-06-11 This book answers a number of fundamental questions about listening in coaching and mentoring What difference does being heard make to the speaker How does it have that effect What are the necessary components of good listening How do you evaluate your practice as a listener and how do you improve The process of writing this book led the author to look closely at his own practice test experiment and push his listening to a higher level He invites the reader to do the same This book identifies what it takes to listen well the skills mind set presence self awareness and self management and why it can be hard It demonstrates how four modes of listening attention inquiry observation and use of self all contribute to the listener s understanding and to the speaker s awareness It argues that we all have a learning edge as listeners and provides a framework that helps each of us find it The book is intended as a companion for anyone who commits to becoming a good listener It shows how to develop expertise in the four modes of listening It offers examples and principles to guide practice questions for reflection and a series of workouts to help the listener develop their ability to listen It encourages by showing how good listening is simple you turn up pay attention and listen with all you have and it challenges by identifying the work it takes to do that

Coaching and Mentoring Eric Parsloe,Melville Leedham,2022-03-03 How can coaching and mentoring approaches be applied in individual team and organizational contexts to increase performance

Coaching and Mentoring offers a complete resource for developing and implementing the latest theories and models in your organization. Featuring tips, tools, and checklists throughout, this book covers all the key aspects of the process from delivering feedback that builds confidence and success to observant listening to evaluating the effectiveness of initiatives and coaching supervision. Guidance is also provided on how to support people in their learning, getting buy-in from stakeholders, and creating a coaching culture. Drawing upon insights from a number of experienced coaching and mentoring professionals, it also features case studies from the NHS and the CIPD's Steps Ahead mentoring programme to show how these approaches have been applied in practice. This fully revised fourth edition of Coaching and Mentoring contains a new chapter on group and team coaching and further material on systemic coaching and how to use coaching for diversity and inclusion. Featuring updates to case studies and wider research, coaches and mentors of all levels of experience and those studying coaching and mentoring will benefit from this definitive text.

**The Transformational Coach** Clare Norman, 2022-09-08. Do you ever doubt your coaching style is achieving the best results for your clients? Have you ever felt there's room for growth but you're not sure how to achieve it? To create a more sustainable transformation in the people you coach, you need to start with your own mindset. As a coach, you know you can't change what you do unless you alter what you believe first. By shedding the ineffective scripts, trappings, and beliefs that a lifetime of personal interactions, professional training, and even your parents have taught you, you can reset your thinking to a beginner's mentality and so begin a fulfilling and exciting journey to coaching mastery. In this fresh and highly effective field guide, Master Mentor Coach Clare Norman gets into your head to help you pinpoint the attitudes that you need to unlearn and reframe. Through Clare's rich experience, illuminating real-life stories, and practical guidance, you can shift towards more useful thinking and powerful skillsets by spotting and changing your own restrictive coaching mindsets. Understanding how marginal gains can lead to maximal outcomes, embracing replacement paradigms and new thought patterns, rediscovering what you love about coaching, and its power to resource people. It's time to ditch the old beliefs that are holding you back, free your thinking, and make the move from getting transactional results to being a transformational coach.

**Leading by Coaching** Nick Marson, 2019-04-27. Leadership used to be about telling people to go where you sent them; now it's about persuading them to come with you. Old leaders needed to create an artificial persona of infallible authority to issue orders that were obeyed; today's leaders need to uncover their own authentic leadership personality and bring that open and honest self to conversations that bring others to willing and lasting change. To do so effectively, they need to unlearn old leadership behaviours and develop totally different ones. In *Leading by Coaching*, Nick Marson shows how. Leaders are shown how to Look In to develop greater self-awareness, Look Out to others by utilising a coaching approach, and Look Beyond to face uncertainty, manage adaptability, and acquire resilience. Marson's approach is based on deeply researched principles, multiple social science disciplines, the latest cognitive neurological and psychological research, and in-depth research interviews with over 20 CEOs and senior executives. It has been developed and



refined over many years of practice If leaders want to drive impactful change they need to understand how to hold the coaching conversations that power it They need to lead by coaching      **Coaching Creativity** Jen Gash,2016-08-19

Creativity and coaching are two of the buzzwords of the twenty first century and yet little is known about how to coach creativity In business education health and many other fields there is an increasing acknowledgement of the importance of innovation and recognition of what is lost when creativity is lacking In *Coaching Creativity* Jen Gash explores the history science and practice of creativity by artists makers and creators translating this into practical advice for coaches The book investigates the concept of creativity and examines the theories surrounding it from psychological neurological and biological perspectives It then takes a more practical look at the doing of creativity and explores the use of creativity in therapeutic settings A model of coaching creativity is presented which acknowledges its diverse and individual nature The book also includes are tools case studies and ideas for coaching creativity including contributions from a wide range of coaches *Coaching Creativity* will be inspiring reading for coaches of all backgrounds including business and organisational coaches those in training and others in the helping professions looking to enhance their practice It is essential reading for all coaches who aim to support clients creative goals and use creativity in their own practice It fills important gaps in current coach education and practice      **Mindfulness for Coaches** Michael Chaskalson,Mark McMordie,2017-11-13

*Mindfulness for Coaches* accessibly presents theory and research on the benefits of mindfulness training and explores how mindfulness can feature in coaching work Michael Chaskalson and Mark McMordie explain how coaches can use mindfulness to become more deeply attuned to themselves and to clients and to create transformational resonance The authors present a systematic methodology to cultivate and embody a way of being that enables growth and transformation in oneself and in others The first book of its kind *Mindfulness for Coaches* provides an experiential guide inviting and supporting coaches to engage with the programme included sharing new qualitative research into the potential impact of mindfulness on coaching process and outcomes and explicitly linking mindfulness practice to global standards of coaching mastery Presented in two parts the book first outlines a unique eight week programme *Mindfulness for Coaches* and goes on to clarify the links between mindfulness coaching mastery and different coaching approaches share insights from the fields of psychotherapy leadership and organisation development and provide guidance for further learning *Mindfulness for Coaches* will be insightful and inspiring reading for coaches in practice and in training coaching psychologists and academics and students of all coaching modalities

*Coaching Outdoors* Lesley Roberts,2022-12-05 Business Book Awards 2023 Finalist *Coaching Outdoors* offers a journey of professional development personal development and enriched wellbeing *Coaching Outdoors* supports practitioners to step outside and make the most of what nature can offer the coach client organisation and planet It contains essential practical advice and activities together with engaging case studies and research all laid out in an accessible and logical format Discover how to Articulate the benefits of coaching outdoors from a place of experience Contract for psychological safety

outdoors Find resources in nature Collaborate with nature as a coaching co facilitator Engage with nature when working remotely with clients Coaching Outdoors is the first handbook specifically on the value of coaching with nature It is an invitation to leave the fast paced technology focused world and reconnect with what really matters in an environment where we were born to thrive LESLEY ROBERTS BEd MSc is an executive coach and adventurer who has been coaching outdoors since 1999 Her academic research focused on how nature can support coach and client After 16 years with Mars Inc she founded Brave Conversations working with global teams and individuals to unlock their potential In 2019 she founded Coaching Outdoors to bring the benefits of partnering with nature to as many people as possible **Gestalt Therapy** Dave Mann,2020-09-28 Gestalt therapy offers a present focused relational approach central to which is the fundamental belief that the client knows the best way of adjusting to their situation This new edition of Gestalt Therapy 100 Key Points and Techniques provides a concise accessible guide to this flexible and far reaching approach Substantially updated throughout topics discussed include The theoretical assumptions underpinning gestalt therapy Gestalt assessment and process diagnosis Field theory phenomenology and dialogue Ethics and values Evaluation and research As such this book will be essential reading for gestalt trainees as well as all counsellors and psychotherapists wanting to learn more about the gestalt approach

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