

Thierry Chavel

# Le coaching du dirigeant

Retrouver  
le sens  
de son action



**EYROLLES**  
Editions d'Organisation

# Le Coaching Du Dirigeant Retrouver Le Sens De Son Action

**Frank Bournois,Thierry Chavel,Alain  
Filleron**

## **Le Coaching Du Dirigeant Retrouver Le Sens De Son Action:**

Le coaching du dirigeant Thierry Chavel, 2011-07-07 Comment acquiert-on le sens des responsabilités au sommet de l'entreprise Quand et comment un patron choisit-il de recourir à un coach En vertu de quoi le développement de soi est-il bienvenu dans les comités de direction Dans la sphère économique le sens des affaires ne suffit plus ici comme ailleurs le leader est seul face la question du sens de son action que ce sens soit perdu retrouver inconnu d'voiler ou original inventer Pour répondre cette question qui renvoie la performance immatérielle des tâches majeures le coaching du dirigeant s'impose Alliant réflexion de fond et expérience de terrain Thierry Chavel nous livre ici les clés de l'accompagnement des dirigeants en démontrant avec force la nécessité d'une vision extra économique pour transcender l'action stratégique Destin aux praticiens du management et du développement des ressources humaines Le coaching du dirigeant est l'ouvrage de référence pour mieux cerner une profession prometteuse et moins connue en France : il réunit le conseil de synthèse et la direction de conscience En levant le voile sur la puissance symbolique l'œuvre dans le leadership d'entreprise il renouvelle le regard sur nos rôles et sur leur vraie mission dans la Cité

*Le grand livre du coaching* Frank Bournois, Thierry Chavel, Alain Filleron, 2011-07-07 LE COACHING ENJEUX ET AVENIR D'UNE PROFESSION D'aujourd'hui mais le coaching se banalise en France Tandis que fleurissent les labels de certification les syndicats professionnels et les instituts de formation Le grand livre du coaching fait le point sur l'accompagnement de la performance individuelle en entreprise sur ce qui réunit et sur ce qui distingue les différentes approches en présence Derrière la diversité des méthodes des techniques et des pratiques le coaching offre une clé pour redonner le sens en entreprise et repenser le rapport autrui en général C'est une discipline part entière répondant de ses fondements de ses promesses et de ses limites Qu'est-ce que coacheur veut dire quelle réalité de la vie de l'entreprise le coaching répond Il nous disent les coachs de leur pratique et de leur rôle dans la vie économique et sociale Réunissant les contributions originales de spécialistes français et étrangers du coaching praticiens prescripteurs managers formateurs chercheurs et universitaires cet ouvrage de référence s'adresse tous les coachs en devenir consultants et professionnels des ressources humaines qui veulent y voir clair dans une profession en plein essor

**Livres de France**, 2010 Includes 1982-1995 Les Livres du mois also published separately **Livres hebdo**, 2007 *Réussir le changement* Christine Marsan, 2008-04-18 Cet ouvrage vise à mystifier la résistance au changement bleue noire de la plupart des dirigeants des managers RH et des cabinets de conseil qui la nient parfois alors qu'elle est profondément naturelle et humaine Il permet de comprendre les mécanismes tant psychiques que sociologiques et de trouver des moyens simples de la gérer Cela permet les résistances qui valent aussi libérer la force de créativité et d'innovation qui se trouve dans chaque entreprise dans chaque collectif et au sein de chaque individu Il va sans dire de sortir de l'inertie pour aller vers la dynamique constante du changement et en tirer des lois de résilience facilitant l'entrepreneuriat L'auteur examine aussi le contexte plus général de notre société de changement de paradigme qui donne une tonalité particulière aux changements aujourd'hui Les comprendre donne de

nouvelles cl s et d autres ressources pour agir autrement En d passant notre approche cart sienne et contr lante Christine Marsan r alisera un d tour par l Orient pour trouver les modes de pens es ad quats la gestion des changements complexes

**Coacher avec l'Approche narrative - 2e éd.** Céline Bedell,2023-10-18 Ce manuel applique l approche narrative au coaching individuel et collectif en entreprise et notamment sur les enjeux de leadership management gestion de carri re et performance

**Pro en Coaching** Nathalie Baker,Sylvie Loubière,2023-09-19 Vous souhaitez apprendre mettre en oeuvre toutes les bases du coaching Vous souhaitez mettre jour ou d velopper de nouvelles comp tences en coaching Vous recherchez de nouveaux outils afin d am liorer votre pratique Dans cette 3e dition jour des nouvelles pratiques en distanciel d couvrez 64 outils et 11 plans d action pour Mieux cerner les demandes et les motivations du coach Proposer les outils adapt s chaque cas de figure Entretenir et d velopper vos comp tences de coach Recourir la cr ativit Retrouvez galement 5

ressources num riques t l charger La collection Pro en propose des ouvrages pratiques permettant de consolider ses comp tences professionnelles gr ce un tour complet des outils propres au m tier et des plans d action qui mettent le lecteur en situation de mobiliser concr tement dans son quotidien professionnel ce qu il a appris du m tier

### **Coaching d'équipe - 3e édition**

Michel Giffard,Michel Moral,2015-06-03 Il en va d une quipe comme d une personne pour qu elle parvienne apporter ses r ponses aux questions et d fis rencontr s pour affronter le changement notamment elle peut avoir grand besoin de l intervention d un coach La demande de cette forme d intervention est de plus en plus forte En quoi le coaching d quipe se distingue t il des s minaires de coh sion d quipe de team building de dynamique ou de d veloppement d quipe En quoi la posture du coach diff re t elle de celle du consultant du formateur Dans quels contextes le coaching d quipe se justifie t il Est il suffisant d tre un bon coach d individus pour r ussir coacher une quipe Et peut on alors encore parler de coaching Ce livre qui condense l exp rience de terrain de deux grands professionnels apporte toutes les r ponses n cessaires Dans cette 3e dition le th me de l intelligence collective qui peut terme r evolutionner la conduite des collectifs est particuli rement d velopp

*Découvrir le coaching - 2e éd.* Vincent Lenhardt,Laurent Buratti,2013-03-06 R actualisation de l ouvrage donnant acc s une juste et compl te connaissance du coaching son origine ses principes son utilit ses exercices de base ses indications et contre indications ses bonnes adresses Ce lvire est l outil indispensable de tout non initi souhaitant d couvrir un domaine et une pratique dont il a eu vent mais qu il ne connaît pas

*Coaching* Emilie Devienne,2020-08-27 Pratique et bas sur l exp rience ce guide op rationnel complet propose en 120 FICHES un panorama complet des concepts incontournables et novateurs du coaching et de l accompagnement Car si le meilleur outil du coach c est lui m me il trouvera n anmoins ici la pr sentation des notions cl s des approches th oriques et des outils pratiques d accompagnement dont il a besoin pour tre au service de ses clients Trait e de mani re op rationnelle chaque fiche outil est ainsi pr sent e en 2 4 pages comprenant le contexte d utilisation des conseils de mise en uvre des sch mas des cas pratiques et un r sum des points cl s Cette nouvelle dition d un ouvrage de r f rence est enrichie de 10 nouvelles fiches qui refl tent les pratiques mergentes de ces derni res ann

es l qui coaching la qualit de vie au travail la s rendipit la transformation digitale la motivation et l enthousiasme la pleine conscience la psychologie int grative l usage des m taphores le coaching scolaire et le coaching distance Ce livre s adresse aux coachs aux professionnels des RH aux managers aux consultants et aux formateurs ainsi qu aux tudiants en sciences humaines et en management Les ouvrages de la collection FICHES OUTILS permettent de d couvrir ou d approfondir un sujet ou une fonction Regroup es en modules leurs fiches pratiques et largement outill es conseils cas pratiques sch mas tableaux illustrations vous seront rapidement indispensables *Coaching - 3e éd.* Michel Moral,Pierre Angel,2014-09-10 L autisme recouvre des entit s cliniques diff rentes en fonction des personnes et du degr de s v rit de leurs troubles Cette diversit am ne parler du spectre de l autisme qui se situe au carrefour de la p dopsychiatrie de la neurobiologie et de la psychopathologie d veloppementale Les autismes sont pr sent s travers leur histoire leurs causes multiples leurs m canismes d veloppementaux complexes leurs mod les explicatifs leurs outils d valuation et leurs approches r ducatives et th rapeutiques Des exemples tayent les propos des auteurs et illustrent leurs rencontres avec les personnes autistes et leurs familles Cette 4e dition int gre les r cents travaux de recherche fondamentale et appliqu e mais aussi l volution des crit res diagnostiques notamment avec la derni re version de la classification am ricaine qu est le DSM 5 2013 Ce livre s adresse un large public souhaitant s informer sur le sujet

### **Entreprendre : la passion d'accomplir ensemble**

Isabelle Danjou,2004-03-01 Qu est ce qui am ne entreprendre Cet ouvrage apporte des l ments de r ponse ces questions en se fondant sur un travail de recherche approfondi men sur la base des r cits de vie de 51 dirigeants d entreprise L auteur explore ce qui participe construire un entrepreneur L analyse men e conduit mettre en lumi re trois types de ressources qui servent le comportement entrepreneurial des ressources motives moteur de l action des ressources cognitives qui servent concevoir l action et des ressources interactionnelles qui permettent de conduire l action *Coaching et management* Catherine Boscher-Sexton,Estelle Heninger,2023-09-05 O en est on du management O en est on du coaching Les deux disciplines trouvent elles des interactions Le management et le coaching ont un d nominateur commun s occuper de l humain dans un monde VICA Volatile Incertain Complex Ambigu o le coaching appara t comme une des voies royales pour un meilleur management du capital humain Force est de constater que le management hybride impos par la crise sanitaire les volutions engag es pour l agilit et le mode projet les besoins de bien tre et de libert soutenus par les nouvelles g n rations l engagement de tout syst me vers des politiques RSE la n cessit d un d veloppement durable la mont e en puissance du digital et de l intelligence artificielle am nent se questionner sur ses modes de vie et de pens es Ainsi les managers et les coachs trouveront dans ce livre des cl s pour se g rer soi m me et pouvoir accompagner toute autre personne avec bienveillance au travers du mod le MOVE Motivation Organisation Vision Exemplarit Cet ouvrage s est inspir de figures embl matiques comme Peter Drucker Robert Dilts Fr d ric Hudson Il est coconstruit avec des dirigeants des coachs professionnels des experts et professeurs qui portent les m mes valeurs passion remise en question transmission pour le bien de toutes et

tous     [La boîte à outils du coach en entreprise](#) Belkacem Ammiar,Omid Kohneh-Chahri,2012-04-18 Comment cadrer un accompagnement de coaching Comment choisir un outil d intervention pertinent Comment d velopper l autonomie de vos clients Comment accompagner une quipe vers plus de performance Comment fixer au mieux vos tarifs d intervention D couvrez les 56 outils et m thodes indispensables pour aborder toutes les dimensions du coaching en entreprise     [La boîte à outils du coach en entreprise - 2e éd.](#) Belkacem Ammiar,Omid Kohneh-Chahri,2015-04-15 Comment cadrer un accompagnement de coaching Comment choisir un outil d intervention pertinent Comment d velopper l autonomie de vos clients Comment accompagner une quipe vers plus de performance Comment coacher efficacement de tr s grands groupes Comment fixer au mieux vos tarifs d intervention D couvrez les 55 outils et m thodes indispensables pour aborder toutes les dimensions du coaching en entreprise Chaque outil est d crit de fa on synth tique et pratique sur 2 ou 4 pages par un sch ma l essentiel en fran ais et en anglais les objectifs sp cifiques le contexte d utilisation les tapes de mise en oeuvre les avantages et les pr cautions prendre et des conseils m thodologiques sont donn s Certains outils sont compl t s d un approfondissement et d un cas d entreprise Cette 2e dition mise jour est enrichie de nouveaux outils de coaching collectif Des vid os accessibles par QR codes vous pr sentent les outils en situation     [La valeur ajoutée du coaching](#) Philippe Vernazobres,2013-09-25 Cet ouvrage n est pas un livre de plus sur comment coacher mais une r flexion sur pourquoi coacher et dans le cadre de quels dispositifs RH et manag riaux afin de cr er de la valeur pour les personnes et l entreprise Issu d une recherche bas e sur des missions men es par l auteur en tant que coach dans de grandes entreprises internationales il propose une prise de recul sur les pratiques de coaching et vise mettre en vidence leurs effets manag riaux et organisationnels Au del de cela il resitue le d veloppement du coaching dans des volutions plus profondes du management de la GRH et des organisations vers des formes plus coop ratives Ce livre vise donc analyser les b n fices tangibles du coaching en cr ant un pont entre pratique et approche th orique rigoureuse Pour cela il fait le point sur les derni res recherches en management propose un mod le int gr de compr hension des effets du coaching bas sur la th orie de la r gulation sociale et d bouche sur des pistes concr tes de r flexion et d action Bas sur l analyse approfondie de sept missions men es dans trois grands groupes internationaux et repr sentatives de la diversit des activit s des coachs et de leurs derniers d veloppements l ouvrage aborde la valeur ajout e du coaching en termes de d veloppement des personnes des quipes et des organisations Ce d veloppement est g n r par des processus de r gulation des relations sociales d apprentissage et de d veloppement des capacit s de coop ration et d ajustement interindividuel facilit s par l intervention des coachs Cet ouvrage s adresse aux coachs aux responsables RH aux managers et plus largement aux utilisateurs du coaching et toute personne int ress e par le sujet tudiants et universitaires     [Coaching de soi](#) Thierry Chavel,2011-07-07 Comment r investir la conscience professionnelle au del d une posture cynique Comment transcender l action individuelle en une aventure riche de sens Comment l cher prise sur les obstacles chim riques l panouissement de soi Devant la crise de repr entation qui touche le monde du travail chacun prouve aujourd hui sa vuln

rabilit Ayant puis toutes les recettes de motivation et tous les dopants narcissiques nous voici seuls face nous m mes avec la responsabilite de r inventer des carri res professionnelles en panne d essence Et si la clef de la r ussite consistait s abandonner sa propre fragilit humaine contre courant des modes manag riales le coaching de Soi r v le un secret de l autorit c est en prenant soin de soi que l on peut mieux accompagner les autres Ni recettes tout terrain ni le ons de morale ce manuel de sagesse professionnelle rend accessibles tous les praticiens de l entreprise les 9 tapes pour panouir sa puissance Illustr de nombreux exemples tir s de situations v cues d accompagnement le livre est enrichi de 25 exercices pratiques

**Coacher avec le bouddhisme** Martine Renaud-Boulart,2011-07-07 Que peut apporter la psychologie bouddhiste aux dirigeants et l organisation Le coaching et le bouddhisme repr sentent l un et l autre des voies nouvelles pour aborder la complexit en acceptant les paradoxes de l exp rience humaine Si le b *Le coaching et sa supervision* Michel Moral,Pierre Angel,2019-03-06 Qu en est il des pratiques actuelles du coaching Qui sont les coachs Quels outils techniques et m thodes utilisent ils Comment pr parer un coaching Comment se forme t on au coaching Ce livre pr sente un panorama des pratiques actuelles et les tendances ddu coaching en constante volution Il insiste en particulier sur l importance croissante de la supervision qui est devenue indispensable pour d velopper le professionnalisme des coachs et am liorer la qualit de ses prestations Le superviseur reste un personnage myst rieux qui agit au fond de la sc ne Ce livre qui met en lumi re l interd pendance entre le coaching et sa supervision **Coacher grâce aux neurosciences** Marie-Hélène Martorell,2023-09-22 La qualit du lien dans les relations de travail est incontournable la cr ation de la confiance et au maintien de la performance Notre cerveau social en est le vecteur Destin aux coachs aux responsables de ressources humaines et aux managers cet ouvrage pr sente les impacts et les leviers des neurosciences sociales et affectives dans les relations professionnelles Didactique dans un langage simple et illustr d exemples il contribue d velopper les comp tences et les comportements vertueux dans la r gulation motionnelle complexe des interactions au quotidien

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