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### **executive coaching the essential pdf**

Coaching Across Cultures Philippe Rosinski [This article first appeared in the International Journal of Coaching in Organizations, 2003, 1(4), 4- 16. It can be downloaded and printed for personal use only. Please obtain prior written permission for

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Coaching versus Mentoring versus Leading versus Managing Craig O'Flaherty, (2003) Director " Centre For Coaching, UCT Graduate School of Business

### **Coaching versus Mentoring versus Leading versus Managing**

COACH FRAME OF REFERENCE. Before learning how to use coaching questions, or any other coaching tool, strategy, technique or attitude, one needs to be aware that all of these are most often determined by the coach's past, habits, personality, upbringing, values, principles, etc. This is the influence of the coach's frame of reference.

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Soft skills v7 ©2005 Kaipa Group Page 3 Nearly one-quarter of executives in high-tech positions are "in trouble" due to poor people skills, says Hagberg Consulting Group, a management consulting firm.

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## **Lessons from Research and the Classroom**

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Mentorship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. The mentor may be older or younger than the person being mentored, but he or she must have a certain area of expertise. It is a learning and development partnership between someone with vast experience and someone who wants to learn.

## **Mentorship - Wikipedia**

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### **Leadership Institute - nln.org**

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