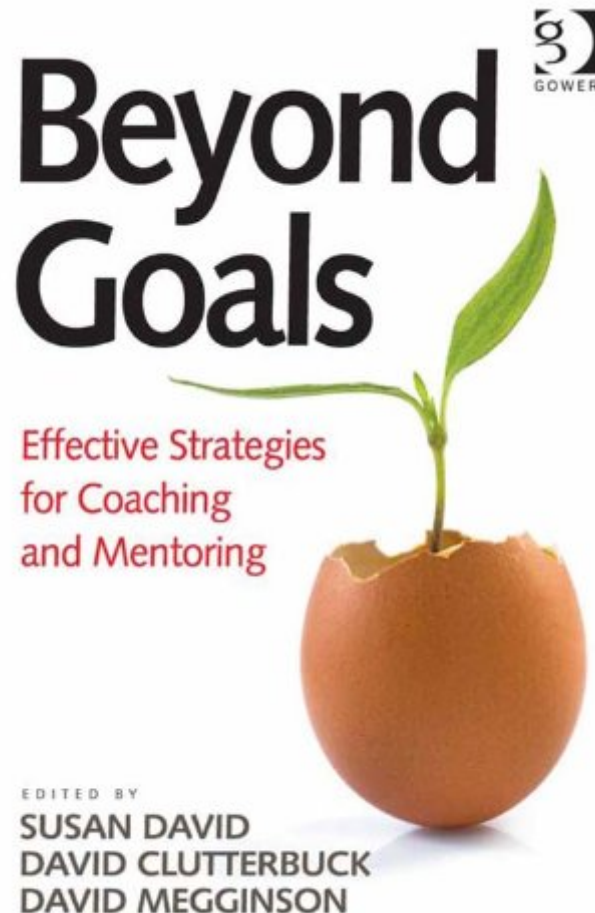


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# Beyond Goals: Effective Strategies For Coaching And Mentoring



## Synopsis

What is there in developmental relationships beyond setting and striving to achieve goals? The presence of goals in coaching and mentoring programs has gone largely unquestioned, yet evidence is growing that the standard prescription of SMART, challenging goals is not always appropriate - and even potentially dangerous - in the context of a complex and rapidly changing world. *Beyond Goals* advances standard goal-setting theory by bringing together cutting-edge perspectives from leaders in coaching and mentoring. From psychology to neuroscience, from chaos theory to social network theory, the contributors offer diverse and compelling insights into both the advantages and limitations of goal pursuit. The result is a more nuanced understanding of goals, with the possibility for practitioners to bring greater impact and sophistication to their client engagements. The implications of this reassessment are substantial for all those practicing as coaches and mentors, or managing coaching or mentoring initiatives in organizations.

## Book Information

File Size: 5884 KB

Print Length: 392 pages

Publisher: Gower; New edition edition (September 2, 2013)

Publication Date: September 2, 2013

Sold by: Digital Services LLC

Language: English

ASIN: B00FG2692K

Text-to-Speech: Enabled

X-Ray: Not Enabled

Word Wise: Enabled

Lending: Not Enabled

Enhanced Typesetting: Enabled

Best Sellers Rank: #846,295 Paid in Kindle Store (See Top 100 Paid in Kindle Store) #114

in Books > Education & Teaching > Higher & Continuing Education > Vocational #442 in Kindle Store > Kindle eBooks > Business & Money > Management & Leadership > Training #1038 in Kindle Store > Kindle eBooks > Health, Fitness & Dieting > Counseling & Psychology > Counseling

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