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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

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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 principals, 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

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understand how to hold the coaching conversations that power it. They need to lead by coaching. What are the critical success factors in effective executive coaching? What are the key competencies of a psychologically-informed coach? What are the similarities and differences between coaching and therapy? This book provides business coaches and management consultants with the framework for a psychological approach to executive coaching. It shows how performance-related issues in the workplace often have a psychological dimension to them and provides the reader with an understanding of how to work in

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more depth to help people resolve their issues and unlock their potential. It analyzes what constitutes effective coaching, stressing the importance of sound coaching principles, good coaching process, the desirable competencies of the coach, the importance of the coaching relationship and the issue of "coachability"™. It also examines the impact of a stronger psychological approach to coaching, exploring the key psychological competencies required, how to develop them, and the training and supervision issues implicit in this approach. A recurrent theme is the personal development of the coach

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throughout the coaching process and Peter Bluckert highlights the contribution that the Gestalt perspective offers the coach, through the use of self as instrument of change. Anecdotes, stories and case samples are used throughout the book to illustrate situations so that the reader builds a picture of what psychologically-informed coaching looks like and how to practice ethically, responsibly and competently. Psychological Dimensions to Executive Coaching provides business and executive coaches, management consultants, human resource specialists, corporate executives/senior managers, health/social workers, occupational

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psychologists, teachers, psychotherapists and counsellors with the essential information they need to be successful coaches and empower their clients.

This practical guide to the gestalt approach has successfully introduced thousands of trainee therapists to the essential skills needed in gestalt practice. The authors offer practical guidance on the entire process of therapy including setting up the therapeutic session, creating a working alliance, assessment and treatment direction, managing risk, supervision, adopting a research approach, and managing difficult encounters. The Fourth Edition has been updated to

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include: Some implications of working in the twenty-first century, including working virtually Updated content on trauma An enhanced discussion of mindfulness and awareness New case examples and exercises Updated references and further reading

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

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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.

Right Here, Right Now

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*101 Coaching Supervision
Techniques, Approaches, Enquiries
and Experiments*

Growing Up at Work

*How to deliver impactful change
one conversation at a time*

Gestalt Practice

*Ebook: Creating Adaptable Teams:
From the Psychology of Coaching
to the Practice of Leaders*

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,

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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

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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.

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

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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

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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.

One of the New York Post's

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Top 10 Best Career Books of 2012
Repair communication breakdowns on the spot and drive positive results in every conversation
Failed conversations can take a heavy toll on our professional and personal lives, threatening to damage relationships, erode trust, and make it impossible to resolve conflicts, reach decisions, or achieve mutual understanding. Conversation Transformation gives you practical guidelines for managing the six most common (and aggravating) conversation killers: yes-butts, mind-reads, negative predictions, leading questions, complaining, and

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verbal attacks. Each skill-building chapter guides you through a three-step process for replacing unconstructive habits with more effective responses: AWARENESS Learn to recognize an ineffective communication pattern the instant it occurs ACTION Use specific new strategies to turn the conversation in a better direction PRACTICE Engage in repeated, structured practice to turn those actions into new habits Praise for Conversation Transformation: "Devastatingly insightful . . . provides the practical coaching you need to change old habits and transform your interactions." —SHEILA

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HEEN and DOUGLAS STONE,
bestselling authors of
Difficult Conversations "An
invaluable resource . . .
filled with simple tools and
fixes to improve
communication skills,
exactly the skills that can
make us all more effective
in politics, business, and
life." —SENATOR JOHN F.
KERRY "Practical, inspiring,
and powerful. You will never
look at your conversations
the same way again."
—SUZANNE BATES, bestselling
author of Speak Like a CEO
and Discover Your CEO Brand
In Gestalt Coaching, Peter
Bluckert draws on thirty
years of experience as an
organization development

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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

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that offers much to both novice and experienced coaches.

Coaching for Careers: A practical guide for coaches

Non-directive Coaching

Living and Working in

Pursuit of Wholism

Gestalt Therapy Practice

The Complete Practitioner

Guide for Professional

Coaches

Mastery in Coaching

This book provides a wide-ranging guide to the complex, multidisciplinary area of coaching, helping trainees to find comprehensive answers to their coaching questions. It allows them to identify and

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develop their own personal style of coaching. A specially selected group of international authors contribute various expertise and insights across three key areas:

Theoretical perspectives

Contexts and genres of coaching

Professional practice Issues

Learning is also supported by new online resources. Videos, case studies, journal articles and useful websites have been carefully collated by our contributors to help trainees make the crucial link between theory and practice.

The Handbook of Coaching

Psychology: A Guide for

Practitioners provides a clear

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and extensive guide to the theory, research and practice of coaching psychology. In this new and expanded edition, an international selection of leading coaching psychologists and coaches outlines recent developments from a broad spectrum of areas. Part One examines perspectives and research in coaching psychology, looking at both the past and the present as well as assessing future directions. Part Two presents a range of approaches to coaching psychology, including behavioural and cognitive behavioural, humanistic,

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existential, being-focused, constructive and systemic approaches. Part Three covers application, context and sustainability, focusing on themes including individual transitions in life and work, and complexity and system-level interventions. Finally, Part Four explores a range of topics within the professional and ethical practice of coaching psychology. The book also includes several appendices outlining the key professional bodies, publications, research centres and societies in coaching psychology, making this an indispensable resource. Unique

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in its scope, this key text will be essential reading for coaching psychologists and coaches, academics and students of coaching psychology, coaching and mentoring and business psychology. It will be an important text for anyone seeking to understand the psychology underpinning their coaching practice, including human resource, learning and development and management professionals, and executives in a coaching role.

This collection brings together some leading figures in Gestalt coaching to take stock of the field and consider how it might

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move forward. It covers the principles of Gestalt coaching and encourages practitioners to rethink the application of Gestalt in new ways and new settings – e.g. leadership, management and team development. Individual chapters also explore radical and personal perspectives on Gestalt coaching, from considering the place of embodiment to ‘ being ’ in coaching practice and looking at the transformational micro-moments of the client encounter. This book locates 101 practical coaching supervision techniques in their theoretical context. It is organised into ten chapters,

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each reflecting a different philosophical basis for the coaching supervision work: Existential, Gestalt, Person Centred, Positive Psychology, Psychodynamic, Solution Focused, Systemic, Thinking Environment, Transpersonal and finally an Eclectic chapter. With contributions and insights from leaders in the field, this book outlines the different philosophies and their principles and explains their application in practice. The book will help readers determine which technique to use and when, as well as offering a step-by-step guide to implementing or

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adapting it for their own work. With a breadth of techniques, the book will help all supervisors broaden their repertoire and ultimately become a better practitioner. Accessible and practical, this book is a valuable resource for experienced and novice supervisors as well as their supervisees. It will inspire them to keep their supervision and coaching practices both current and fresh, offering a diverse range of techniques to experiment with.

Beyond Self and Community
Ebook: Coaching and Trauma:
From Surviving to Thriving
New Directions in Gestalt

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Coaching

A Guide for Practitioners

An Emergent Approach to
Organisational Development
How to Help Individuals and
Organizations Flourish

This book builds on two current developments in psychology scholarship and practice. The first centers on broad discontent with the individualist tradition in which the rational agent, or autonomous self, is considered the fundamental atom of social life. Critique of individualism spring not only from psychologists working in the academy, but also from communities of therapy and counseling. The second, and related

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development from which this work builds, is the search for alternatives to individualist understanding. Thus, therapists such as Steve Mitchell, along with feminists at the Stone Center, expand the psychoanalytic tradition to include a relational orientation to therapy. The present volume will give voice to the critique of individualism, but its major thrust is to develop and illustrate a far more radical and potentially exciting landscape of relational thought and practice that now exists. Most existing attempts to build a relational foundation remain committed to a residual form of individualist psychology. The present work carves out a space of

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understanding in which relational process stands prior to the very concept of the individual. More broadly, the book attempts to develop a thoroughgoing relational account of human activity. In doing so, Gergen reconstitutes 'the mind' as a manifestation of relationships and bears out these ideas in a range of everyday professional practices, including family therapy, collaborative classrooms, and organizational psychology.

Do your best “inner work” while you work. The workplace—whether in-person or remote—is a unique laboratory where personal and interpersonal growth are tightly intertwined. What better place is

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there to explore who you are and who you want to be? For nearly two decades, therapists and executive coaches Yael Sivi and Yosh Beier have advised hundreds of employees, managers, and leaders on how to achieve authentic leadership, emotional intelligence, and conscious collaboration. They now know that work provides us with a unique opportunity to learn about ourselves, to better understand our core beliefs and assumptions, and to truly see the effect we can have on others. Work gives us the chance to grow up. Growing Up at Work explores how you can • transform into an emotionally mature leader and create healthy

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employees, teams, and organizations—and by extension, enhance your influence; • achieve authentic, positive, lasting leadership growth through self-awareness and openness to deep personal growth; • realize extraordinary results if you choose to grow from the inside out. ?By presenting inspiring real-life case studies, Sivi and Beier examine how resolving professional dilemmas and leadership challenges can lead you on a dynamic journey of personal growth and evolution.

How to Coach: First Steps and Beyond is an essential guide for anyone starting out in the coaching profession and for existing coaches

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seeking to develop their craft. It is a practical introduction to the theory, skills and art of coaching. This extremely practical introduction contains numerous case studies showing theory in action, aiding in understanding of how to apply theory to actual practice in a variety of settings. The book: Uses clear, uncomplicated language throughout Explains key ideas through brief illustrations from the author's practice and quotes from leading writers on coaching Contains a wide selection of ideas, models and exercises to stimulate the reader's learning Encourages students to try things out in conversation, and reflect upon and make sense of their

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experiences How to Coach is a must-have book for anyone interested in coaching skillfully, ethically and effectively.

What are the critical success factors in effective executive coaching?

What are the key competencies of a psychologically-informed coach?

What are the similarities and differences between coaching and therapy? This book provides business coaches and management consultants with the framework for a psychological approach to executive coaching. It shows how performance-related issues in the workplace often have a psychological dimension to them and provides the reader with an understanding of how to work in

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Peter Bluckert highlights the contribution that the Gestalt perspective offers the coach, through the use of self as instrument of change. Anecdotes, stories and case samples are used throughout the book to illustrate situations so that the reader builds a picture of what psychologically-informed coaching looks like and how to practice ethically, responsibly and competently. Psychological Dimensions to Executive Coaching provides business and executive coaches, management consultants, human resource specialists, corporate executives/senior managers, health/social workers, occupational psychologists,

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teachers, psychotherapists and counsellors with the essential information they need to be successful coaches and empower their clients.

A Gestalt Coaching Primer
How to Coach: First Steps and
Beyond

Distinctive Features

Principles and Practice

Organizational Consulting

The Evolution of the Cape Cod

Model. Gestalt Conversations,

Theory and Practice

This practical guide for coaches, leaders and team members will help readers create team success in a modern context. Adaptability has now become a core skill and adaptable

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teams create foundations that withstand the increasing speed of change, allowing for quality in performance to be sustained. This book defines the core components of the Adaptable Team™ Framework, to embed the principles and practice of team support. As teams can often work in a range of volatile, uncertain and ambiguous environments, this book offers numerous tips for readers on their quest for team excellence:

- Supporting the team coach and coaching psychologist in their preparation and design for team interventions, by providing both theory and practical application of evidenced-based approaches
- Guiding leaders looking to coach their own teams and managers to lead success
- Highlighting each leader's unique contribution
- Providing team members a map by

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which to navigate their professional development as leaders and team members “There are pearls of wisdom on every page which are invaluable to every leader, coach and team.”

Professor Karen Middleton CBE, FCSP, MA, Chief Executive, The Chartered Society of Physiotherapy

“Whether you’re a CEO or CHRO working on team dynamics, or a coach seeking to deepen your practice, you’ll find excellent food for thought on every page.” Caroline Webb, Author of global best seller ‘How To Have A Good Day’ and Senior Adviser to McKinsey & Company

“David has a profound understanding of what makes teams resilient in change and positioned to perform in the modern world.” Andrew Shebbeare, Managing Partner, Counteract “Possibly the best book on teams and coaching I have read.”

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Jonathan Passmore, Director, Henley Centre for Coaching & Behavioural Change David Webster is Founding Partner at Centre for Teams, UK and an award-winning coaching psychologist, specialising in senior teams. A former Chair of the British Psychological Society's Coaching Psychology Group, and a martial art black belt, David can also be found hill walking with his dog Molly, cycling and enjoying live music and theatre. This collection brings together some leading figures in Gestalt coaching to take stock of the field and consider how it might move forward. It covers the principles of Gestalt coaching and encourages practitioners to rethink the application of Gestalt in new ways and new settings e.g. leadership, management and team development. Individual chapters also explore radical

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and personal perspectives on Gestalt coaching, from considering the place of embodiment to being in coaching practice and looking at the transformational micro-moments of the client encounter. "

This comprehensive practitioner guide provides an accessible evidenced based approach aimed at those new to coaching and who may be undertaking coach training for a certificate in coaching or professional credentials or accreditation with the AC, ICF, EMCC, CMI or ILM. The book will also be useful for those who want to enhance their coaching skills. The Coaches Handbook is edited by Jonathan Passmore, an internationally respected expert and executive coach, with chapters from leading coaching practitioners from across the world. The book is divided into seven sections.

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Section one examines the nature of coaching, its boundaries, the business case for coaching and how organisations can build a coaching culture. Section two focuses on deepening our self-understanding and understanding our clients, the non-violent communications mindset and the coaching relationship. Section three focuses on the key skills needed for coaching including goal setting, powerful questions, active listening, using direct communications and the role of silence, emotions and challenge in coaching. Section four offers a range of coaching approaches including behavioural, person-centred, solution-focused, psychodynamic, neuroscience, narrative, positive psychology, out-door eco-coaching, team coaching, careers coaching and integrated coaching. Section five

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focuses on fundamental issues in coaching such as ethics and contracting and evaluation. Section six explores continuous professional development, reflection and the role of supervision, as well as how to establish your coaching business. The final section contains a host of coaching tools which practitioners can use to broaden their practice. Unique in its scope, this key text will be essential reading for coaches, academics and students of coaching. It is an important text for anyone seeking to understand the best practice approaches that can be applied to their coaching practice, including human resources, learning and development and management professionals, and executives in a coaching role.

Want to know how your executive clients feel during coaching? This book

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is a practical guide for any coach and coach trainer who wants to hear the voices of leaders as they convey what is valuable to them when moving into a new role. This book provides a framework for practising coaches who want to understand the impact of coaching on leaders as they transition. The framework is grounded in research that reflects the practice and real-life experiences of several leaders. This book also provides insight to leaders, where specific topics may resonate as they reflect on the progress of their own transition. "In today's dynamic, ever-changing and uncertain environment, this book blends academic and practical insights to explore how coaching can support transitions to leadership roles." Dr. David McGuire, Reader in Human Resource Development, Glasgow Caledonian

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University, Scotland "This book provides very relevant, usable advice and examples well-suited to practitioner-level coaches and to those training them." Stephen Murphy, VP Development, EMCC Global "Mary Valette Devine and Inge Nieuwstraten have provided an engaging new take on one of the central topics leaders bring to coaching conversations: 'transitions'." Prof Jonathan Passmore, Professor of Coaching & Behavioural Change, Executive Director Henley Centre for Coaching, Henley Business School, UK "Leadership Transition Coaching is a timely and valuable contribution to the literature on leadership, particularly for those navigating the challenges of changing leadership roles. A key strength of this book is the seamless blend of an evidence base from existing and

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original research with a focus on practical advice for leaders and coaches." Professor Carol Linehan, School of Applied Psychology, University College Cork Mary Valette Devine is an HR Consultant, Executive Coach and Mentor. She is Fellow of the Chartered Institute of Personnel and Development (CIPD), a member of the Coaching Psychology Special Interest Group at the Psychological Society of Ireland (PSI) and a member of the EMCC. Inge Nieuwstraten divides her time between being a College Lecturer at the School of Psychology, University College Cork, Ireland, and being a Practicing Psychologist and Psychotherapist (private practice and on a primary care team).

Handbook of Coaching Psychology
An Introduction to Gestalt
Theory and Experiential Learning

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Psychological Dimensions of Executive
Coaching

Handbook for Theory, Research, and
Practice in Gestalt Therapy

Gestalt Coaching

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, distils 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

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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

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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

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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."
Therapy with traumatised clients can be fraught with problems and therapists working with these clients seek greater understanding of the specific problems they encounter. Trauma Therapy and Clinical Practice weaves together neuroscience research and the experience of trauma, taking a fresh look at how original Gestalt theory informs our current

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***understanding of trauma
therapy. The book: Places
trauma and trauma therapy in
a relational field model
Includes material on change
processes, triggers,
dissociation, shame,
enactment and resources
Describes clearly the
neurobiology of trauma and
the role of the body in
maintaining trauma reactions
and in the recovery process
Offers experiments for
deepening the therapist's
embodied presence Provides
numerous clinical examples
and an extended case study
Miriam Taylor offers readers a***

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theoretical basis for interventions and shows how simple Gestalt concepts can be applied in trauma therapy. By creating the conditions in which awareness, choice and vitality can grow, contemporary relational Gestalt is shown to be exceptionally well suited for trauma clients. The book is presented in three parts covering theory, the phenomenology of trauma and the therapeutic relationship. Including a glossary for readers unfamiliar with Gestalt therapy, case studies and reflection points, this book is a

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***thoughtful and coherent guide
for trainees and practitioners
in counselling and therapy.***

***"Miriam Taylor has done a
simply tremendous job in
articulating an expanded
Gestalt approach to trauma
treatment that is informed by,
and integrated with, modern
neurobiological approaches to
trauma ... This book should be
read by everyone treating
trauma and I expect it to
become a foundational text in
our field." James Kepner,
Gestalt therapist and
international trainer in Gestalt
Body Process Psychotherapy***
"Taylor's book is a

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theoretically and clinically sophisticated approach to working with trauma from a phenomenological vantage point. Her book had an immediate effect on my work."
Lynne Jacobs, co-founder, Pacific Gestalt Institute, USA
"Destined to become a classic in Gestalt therapy literature. Well-written, insightful, compassionate, and practical, it will assist many a therapist."
Malcolm Parlett, Visiting Professor of Gestalt Psychotherapy, University of Derby, UK (now retired) "I am profoundly grateful to Miriam Taylor for writing this book. I

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***just wish that she could have written it before 2002 when I began my own training in Gestalt psychotherapy. There is a section at the beginning called 'Praise for this book' which includes very positive prepublication comments from Malcolm Parlett, James Kepner, and Lynne Jacobs. Now that I have read the book for myself, I find myself in agreement with their comments and want to add my own round of applause ... I consider that Taylor has made a major contribution to our field in taking this enterprise forward."* British Gestalt**

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***Journal 2014, Vol. 23, No. 2,
47–58 "Taylor's remarkable
contribution is a reminder that
Gestalt Therapy Theory is
alive and kicking and
demonstrating how Gestalt
can and should become the
therapy of choice for trauma
workers." Review published in
Self and Society***

***Gestalt Coaching Right Here,
Right Now***

***How can coaches help clients
navigate the changing world of
work? This book offers a step-
by-step, practical guide to
running a complete career
coaching programme:
assessing the present; looking***

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at motivation, skills and 'personal brand'; writing the most powerful CV/résumé; getting through a job interview or assessment centre successfully; and negotiating terms for a new job. Career coaching has never been needed more now that jobs for life have disappeared, being made redundant is common, the 'gig economy' is here to stay, and young people often must start in unpaid roles. The principles of career coaching are much the same whether you are a professional executive coach or a volunteer working for a charity whose

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aim is to get people back into work. But how do you do it most effectively? The focus must be on the whole career coaching cycle and building a holistic understanding of how a client's personal and professional life has influenced the person they are today, who they want to be, and how to set successful goals. Important reading for any coach who wants to understand and improve their career coaching. "This is a must-have resource for all coaches to support clients in career and job transition."
Terry H. Hildebrandt, PhD,

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MCC, MCEC, Director of Evidence Based Coaching, Fielding Graduate University, USA “The clearest, wisest guide I have yet read on coaching towards success in the complex world of work.” Sarah Gillett CMG CVO, Former ambassador, and coach in-training “Jenny continues to set the benchmark for what it means to be a great coach. An inspiring read for anyone interested in coaching.” Kate Stephens, CEO, Smart Works Charity “The wealth of Jenny’s own experience and the depth of her expertise gives her the

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authority to teach us all and we are grateful to her for the extent of our continued learning.” Catherine Devitt CEO, Meyler Campbell “This is far more than a superbly comprehensive set of tools and techniques for career coaching – although it definitely is that. This is a masterful narration of the whole story of career coaching at a much deeper level.” Jane Cook, Head of Leadership and Coaching, Linden Learning “An experiential step-by-step guide to working with clients who are exploring real issues around their work, career, and

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life, to bring out their best selves. One of the best in furthering your learning and growth as a coach.” Diane Brennan, DBH, MCC, Director of Leadership & Organizational Development University of Arizona and Past President of the International Coach Federation (2008) “A thorough overview of the skills and knowledge required by career coaches. This not only defines the coach’s professional toolkit, but reveals the very best practice in career coaching.” John Lees, author of How to Get a Job You Love

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***A Gestalt Approach
Relational Being
Why Feedback Fails and How
to Make It Meaningful
EBOOK: Trauma Therapy and
Clinical Practice:
Neuroscience, Gestalt and the
Body
Relational Coaching
Relational Feedback***

Coaching in Times of Crisis and Transformation takes an in-depth look at crisis and change in the world we live in today and discusses its impact on both individuals and organizations. Covering not just coaching in the current crisis but any time of crisis and change, it offers a complete, practical resource for

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managers and coaches to tackle the challenges effectively. This book can help turn a crisis, whether personal or systemic into an opportunity for transformation. *Coaching in Times of Crisis and Transformation* covers definitions of crisis from both the individual and organizational perspective, including insights on: adapting to change and finding opportunities in crisis, what neuroscience tells us about our reactions to change, transformative coaching, change models, supporting organizations in crisis and how coaching and mentoring can act as preventative measures against crises. Manfred Kets de Vries, Professor of Leadership Development, INSEAD: "The author takes us on an exciting

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journey to explain what coaching is all about, providing us with a roadmap that is second to none.

Anyone interested in better understanding what coaching is all about, would do well to have a serious look at this book." David Megginson, Professor of Human Resources Development, Sheffield Hallam University: "From a vivid personal story just before the first chapter to the fascinating mass of data in the appendices, this book is a captivating read about the concrete particulars of coaching and the theoretical perspectives we can use to make sense of them. Erik de Haan makes a case for relational coaching and prescribes clearly what his research and the tradition within which it is embedded

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can tell practitioners in the field.” Bruce E. Wampold, Professor of Counseling Psychology, University of Wisconsin: “I am thrilled that there is a coaching book that emphasizes the coachee and the relationship. In *Relational Coaching*, Erik de Haan places the emerging profession on a strong foundation that emphasizes the interpersonal aspects of the endeavour.” *Relational Coaching* is a radically different way of looking at coaching that puts the relationship, from the perspective of the coachee, at the centre. Exploring both age-old tradition and reliable studies in recent decades, *Relational Coaching* gives the modern executive coach ten commandments to help improve his or her practice. The book demonstrates

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how each of these commandments is underpinned by sound quantitative research. The book begins by giving a complete overview of the profession and the latest developments in coaching. The second part of the book presents new quantitative and qualitative research into effects and experiences of coaching. Part three contains an introduction to the activities that make a good coach and the mechanisms used to verify coaches' understanding of their profession. Other topics covered include training, accreditation, supervision and recommended literature.

The reasons that coaching works so well and can produce such dramatic results are grounded in psychology, so

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it follows that some of the most powerful coaching methods available draw on psychological thinking. This up-to-the-minute guide presents the latest thinking on the most effective techniques coaches can use with their clients. Every chapter is written by a leading expert in the field, and takes a rigorous, evidence-based approach which will give you a practical understanding of each method, supported with examples, and underpinned by the theory of the key psychological concepts in coaching. Ranging from cognitive-behavioural coaching, gestalt and positive psychology to neuroscience and mindfulness, this indispensable book will give any serious coach the tools they need to get the best from their

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clients.

Gestalt Practice is an important and transformative read for organization development consultants, executive coaches, corporate leaders/managers, HR professionals, community and institutional leaders, as well as students who want to learn from experts how to effectively bring about meaningful/sustainable change using Gestalt theory and methods.

Journeys Towards Mastering One-To-One Learning

A Complete Psychological Toolkit for Advanced Coaching

The Path Toward Awareness IQ

The Coaches' Handbook

Attitudes, Approaches and Applications

Professional Coaching

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Many books have been written about gestalt therapy. Not many have been written on the relationship between gestalt therapy and psychotherapy research. The Handbook for Theory, Research, and Practice in Gestalt Therapy is a needed bridge between these two concerns, and a timely addition to scholarly literature on gestalt therapy itself. In 2007 an international team of experienced gestalt therapists devoted themselves to create this book, and they have collaborated with one another to produce a challenging and enriching addition to the

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literature relevant to gestalt therapy. The book discusses the philosophy of science, the need for research specifically focused on gestalt therapy, and the critical realism and natural attitude found in both research and gestalt praxis. It provides discussions of qualitative and quantitative research, describes the methods of gestalt therapy as based in a unified theory, and illustrates the application of research in the contexts of emerging gestalt research communities. The discussion contained in this book is needed at a time when warrant for the practice of psychotherapy is

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increasingly sought in the empirical support available through psychotherapy research—the so called evidence-based movement—and at a time when public policy is increasingly driven by the call for "what works."

All You Need to Become an Successful Coaching Supervisor
This book provides you with the theory and practice on how to succeed in the rapidly growing fields of coaching, mentoring, and consultancy by thoroughly explaining the fundamental principles, formal standards, and skills necessary to become an effective supervisor.

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The KEY book for both practitioners and students. Ideal for coaches working primarily non-directively who want to develop their practice by assimilating ideas from a range of approaches. Therapies such as cognitive behavioural coaching, neuro-linguistic programming (NLP) and Gestalt are examined and the author demonstrates how some of the key principles of these can be used or adapted. The book also looks at how non-directive coaching skills might be applied in a number of other fields, such as staff development, supervision and mediation.

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Reflective questions at the end of each chapter encourage the reader to think about the key issues, explore the implications and examine their own experiences. Suitable for the range of postgraduate courses including MA, certificate and diploma courses in coaching, as well as for practitioners.

This essential new book gives the reader an introduction to the fundamental concepts of gestalt therapy in a stimulating and accessible style. It supports the study and practice of gestalt therapy for clinicians of all backgrounds, reflecting a practice-based pedagogy that

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emphasises experiential learning. The content in this book builds on the curriculum taught at the Norwegian Gestalt Institute University College (NGI). The material is divided into four main sections. In the first section, the theoretical basis for gestalt therapy is presented with references to gestalt psychology, field theory, phenomenology, and existential philosophy. In the later parts, central theoretical terms and practical models are discussed, such as the paradoxical theory of change, creative adjustment, self, contact, contact forms, awareness, polarities, and

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process models. Clinical examples illustrate the therapy form's emphasis on the relational meeting between therapist and client. Detailed description of gestalt therapy theory from the time of the gestalt psychologists to today, with abundant examples from clinical practice, distinguishes this book from other texts. It will be of great value to therapists, coaches, and students of gestalt therapy.

Relational Organisational Gestalt

The Complete Handbook of
Coaching

How to Transform Personally,
Evolve Professionally, and Lead

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Authentically Coaching in Times of Crisis and Transformation

The Fertile Void

In this classic text, pioneering organizational consultant Edwin C. Nevis presents an approach to organizational consulting which is grounded in Gestalt theory. Nevis brings his well-known insight, conceptual clarity and decades of experience to bear on the entire spectrum of concerns facing organizational consultants in a wide variety of settings. Beginning with the development of the Gestalt approach and the "Cycle of Experience" model, Nevis traces the implications of Gestalt theory for

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such areas as organizational assessment, modes of influence in organizations, dealing with resistance, developing relationships, working at the boundary and the matter of the consultant's presence. The conceptual framework provided in this groundbreaking work gives organizational consultants a powerful tool for understanding and influencing the behavior of organizations, and at the same time invites them to actively partake in the ongoing development of their unique individual styles. This thoroughly revised edition of Gestalt Counselling introduces the fundamental concepts of Gestalt and systematically demonstrates how to

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apply and use these in practice. Taking a relational perspective, the expert authors explore how Gestalt can be used in a wide variety of 'helping conversations' from counselling, psychotherapy and coaching to mentoring, managing, consulting and guiding. Each chapter contains case examples from the therapeutic world and a 'running case study' featuring ongoing coaching work moves throughout the book, with diagrams and lists for further reading making this the ideal text for use in training. The accessible, engaging writing style will appeal to undergraduates and postgraduates alike. Charlotte Sills is a practitioner and supervisor in

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private practice, a tutor at Metanoia Institute and a tutor and supervisor of coaching at Ashridge College Business School. She is the author or co-author of many books and articles on therapeutic work.

Phil Lapworth is a counsellor, psychotherapist and supervisor in private practice near Bath and has written extensively in the field of counselling and psychotherapy. Billy Desmond is a Gestalt psychotherapist, executive coach and organisational development consultant. He is a member of Ashridge College and a Programme Director of Partnering and Consulting in Change Head of the Gestalt Department at Metanoia

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Institute, and tutor and consultant at Ashridge Business School.

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,

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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

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from international experts Covers historical, professional, philosophical, and theoretical foundations as well as important applications and practice settings Includes suggestions for further reading

Why do coaches need to understand trauma? This book highlights the role coaches must play – and how it differs to psychotherapists – in supporting clients with trauma. A role that both enhances the coach's skills and supports their clients' personal development. Trauma isn't an event, it is a lasting internal process through which the 'here and now' of life experience is affected by the 'there and then' of

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traumatising experience. Vaughan Smith provides a way to understand the internal process that affects all aspects of our physical and mental wellbeing. While providing an introduction to the theory of trauma, the main focus is on practical application within the context of coaching; distilling Franz Ruppert's theory of the surviving self and the healthy self. Written for practitioners, this important text raises trauma awareness, addresses the 'what if?' questions many coaches have and provides a clear framework for implementation. Rarely do coaching or organisational development books address the very prevalent issue of trauma and yet

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this is something every coach will come across in their practice. “This book busts the myth that trauma has nothing to do with coaching, while underlining clearly how coaches can maintain appropriate boundaries. A real gift to the profession and absolutely essential reading for any coaching supervisor.” Paul Heardman, Leadership Coach and Coaching Supervisor “A clear, enlightening, practical book that is well-grounded in theory.” Carolyn Mumby, Executive and Personal Coach-Therapist, Supervisor and Facilitator, Chair BACP Coaching Division “This is a book that coaching has been missing. From the first pages it’s clear that we are in

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safe hands as Julia guides us through a topic that is sadly still taboo for many coaches.” Helen Sieroda, Director Wise Goose School of Coaching “Necessary reading for anyone serious about coaching. It’s a profound book, and because it goes deep, it reveals fertile possibilities. It touches, evokes and - with great care - honours our necessary inventiveness.” Jonathan Gosling, Emeritus Professor of Leadership, Exeter University and co-founder of CoachingOurselves.com "This book should interest therapists and coaches. If not, they should ask themselves why. It is a magnificent fusion of Julia's career as a clinician, manager, management consultant,

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therapist, coach and author.” Brian Lewis, Bellettes Bay Company, Tasmania, Australia “Essential reading for coaching supervisors and coaches. It has transformed my practice.” Dr Louise Sheppard, Coaching Supervisor and Executive Coach at Praesta Partners LLP “A must for anyone wanting to take their coaching to another level.” Shirley Greenaway, Executive Coach, Head of Coaching at Management Futures

Gestalt Coaching at Work
Psychological Dimensions Of Executive Coaching
Leadership Transition Coaching
EBOOK: Gestalt Coaching: Right Here, Right Now

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Gestalt Psychotherapy and Coaching
for Relationships

Conversation Transformation:

Recognize and Overcome the 6 Most
Destructive Communication Patterns

**People are increasingly
disenchanted with performance
improvement techniques that fail
to deliver. This book offers a new
and refreshing way of engaging in
authentic feedback that is
willingly given and well-received.
It demonstrates that focusing on
the quality of relationship
improves the activity of feedback.
The Relational Leadership
WAY© that is the core of this
book was created from a thematic
analysis of a doctoral research**

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study. The framework encourages effective relationships and works through perfecting a ‘way of being’ that is generative and productive in interactions with others; especially in feedback conversations, whether we are the giver or the receiver. The 10 themes integral to the framework are organised into 3 parts that relate to pivotal points in a conversation and that when given focused attention will improve relationships: What needs preparing to establish relationships that stimulate constructive conversations Active engagement in co-creating generative conversations through

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**adopting relational behaviours
You both noticing and reacting to
what emerges and impacts on
sustaining the quality of the
relationship. This book will appeal
to those seeking an innovative
approach to performance
management and who welcome a
reprieve from the relentless
pursuit of a universal feedback
tool. It is essential reading for:
Business managers and leaders
expected to motivate teams to
become high performing work
units Organisational and
independent coaches, mentors and
practice supervisors developing
trust by building effective
relationships that encourage**

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disclosure through engaging and authentic feedback Managers, leaders, HR and OD specialists to use as a business text for performance management programmes Training organisations to use as a core text for delegates.

**Skills in Gestalt Counselling & Psychotherapy
Coaching, Mentoring and Organizational Consultancy
Contact and Context
Leading by Coaching**