Executive Coaching with Backbone and Heart: A Systems Approach to Engaging Leaders with Their Challenges by Mary Beth A. O'Neill

Brilliant Book!

Praise for Executive Coaching with Backbone and Heart

In this book, O'Neill brings form and structure to the art of executive coaching. Novices are provided a path while seasoned practitioners will find affirmation.

--Daryl R. Conner, CEO and president, ODR-USA, Inc.

Mary Beth ONeills executive coaching gave me the tools and clarity to become a far more effective leader and change agent. The bottom line was that we succeeded with a monumental organizational turnaround that had seemed impossible to accomplish.

--Eric Stevens, former CEO, Courage Center

O'Neill writes in a way that allows you to see this experienced coach in action. What a wonderful way to learn!

--Geoff Bellman, consultant and author, The Consultants Calling

Mary Beth brings a keen business focus to coaching by not just contributing insights but through helping me and my team gain the insights that we need to solve our own problems. She has the ability to see through the sometimes chaotic dialogue and personalities in order to help a team focus on the real issues and dynamics that can impede organizations from achieving their goals.
Effective leaders require courage, compassion, and initiative. O'Neill's systems-based coaching serves as a guide for both coaches and executives to better enable good decisions and good decision-makers.

--Paul D. Purcell, president, Beacon Development Group

With Mary Beth O'Neill's coaching, I've become the kind of leader who balances both the needs to get results and to develop great working relationships. Since I started working with her, I've won accolades as the Top Innovator for my company, and as Professional of the Year for my industry. More important, I've been able to scope my job in a way that allows me to learn and contribute at the same time, all the while delivering great results to the bottom line.

--Lynann Bradbury, vice president, Waggener Edstrom

This is a well written and thorough resource which aptly combines theory with practical application of the systems theory to executive coaching as well as advice and tools to use. The book is very useful in translating the systems theory to readable and useful frameworks, pragmatic tips and case studies.

The author methodically explains the four phases of coaching process namely contracting, planning, implementation and debriefing. She explains that coaching is a complex process which involves the application of the principles and methods of psychology, leadership principles, business management and organisation development, among others, to assist the executive and the aspiring executive improve their effectiveness.

The book will assist the executive coaching practitioners, business executives and managers who need them and offers a practical guide to developing the effective communications and relationship expertise needed by business managers to run effectively their organisations in the highly competitive operating environment.

Read this book and you will have a comprehensive understanding of this emerging new field.

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