

Coaching as Organizational Chance

The use of individual coaching ensures a forming experience for managers from the medium and higher levels. When we coach managers it is highly important to consider not only the development of their personal aptitudes, but also their awareness and self-knowing capacity. A successful manager creates a distinct and personal management style which is in the same time compatible to the organization.

The change of organizational reality depends on the actions and practical approaches which truly responsible managers undertake. In each manager's personal path three defining elements should be taken into consideration: his aspirations, emotions and personal history. Considering one's personal universe can provide both the coach and the manager with the possibility of identifying the universe of the personal dimension which then becomes the credo in which individual and organizational successful combinations will be created.

In his personal development, a leader also has to undertake his past, because connections in our personal history and the circumstances of the present and future are profound and potentially transforming. The existence of connections between the past, present and future free the leader and allow him to explore new management styles which belong to the learning area. We can actually talk of the possibility for the one experimenting of making the distinction between „to be“ and „to do“, in which an important role is played by four dimensions of existence and creation: the physical dimension, the emotional dimension, the rational dimension and the trans-personal dimension.

Prof. Ph.D. Paul Marinescu