



Coaching and Mentoring at Work: Developing Effective Practice

Mary Connor, Julia Pokora

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"There are excellent chapters on how to train and develop coaching and mentoring skills and on practical ethics... This is a superb book and an excellent resource for existing mentors and coaches. It will also be a valuable introduction for potential clients – and is likely to encourage them to become coaches and mentors in their own right."

The British Journal of Psychiatry

"This engaging, comprehensive and practical book explains how to get the most out of coaching and mentoring. The authors identify the key principles of effective practice and make the text come alive through frequent use of interactive case material. It is a sound resource for those already engaged in, or thinking about, coaching and mentoring."

Dr Gerard Egan, Professor Emeritus, Loyola University, Chicago, USA.

"In the burgeoning field of coaching, Mary Connor and Julia Pokora have provided a very readable and accessible book that anyone who is thinking of becoming a coach or mentor should read. It provides very clear frameworks, tools and questions that can help a person decide whether this is the right direction for them and how to go about developing the competences, capabilities and capacities necessary."

Dr Peter Hawkins, Chairman of Bath Consultancy Group, UK and leading author and expert on coaching supervision.

"In all this is a thought provoking, well tested book of value to practitioners and trainers alike. For those who have not read deeply about Egan's model, it offers the best summary I know of the richness of this framework and the use of it in a 1:1 learning relationship."

International Journal of Mentoring and Coaching

"This is a very comprehensive book covering the differences and similarities between mentoring and coaching. It also conveys how themes such as communication, reflection, supervision and managing change are inter-related and how mentoring and coaching is reliant upon them. This book will be useful to both experienced mentors and those who are new to the concept. Through its use of client experiences it enables the reader to gain a better understanding of how these skills can be used in practice."

Lynda Luke, Sexual Health Nurse, Glasgow, UK

Coaching and mentoring are now mainstream activities in organizations. This unique book focuses on the common ground between coaching and mentoring, offering nine key principles for effective practice. It answers questions asked not only by coaches and mentors but also by clients, including:

- How can I be an effective coach or mentor?
- How can I be an effective client?
- What are some useful tools and techniques?
- How can I train and develop as a coach or mentor?
- What are the ethical issues in coaching and mentoring?
- How is a coaching or mentoring culture developed at work?

Coaching and Mentoring at Work is essential reading for coaches, mentors, clients, managers, leaders,

healthcare professionals, clinicians, HR specialists, trainers, consultants and students. The book will help you to:

- Improve your skills
- Use a tried and tested framework
- Enhance working relationships
- Learn from practical exercises
- Develop as a coach, mentor or client
- Lead and manage effectively

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Betty Smith:

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Richard Dean:

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