

KAITSESIN DOKTORITÖÖ

Urisin enda EBS-s kaitstud doktoritöös "**Coachingu kultuuri arendamine läbi coachingul baseeruva juhtimisstiili**" coachingu kultuuri ja coachingul baseeruvat juhtimisstiili Eesti organisatsioonides otsides vastust küsimusele "Kuidas suurendada juhtide mõju coachingu kultuuri kujunemisele organisatsioonis?".

Töötasin organisatsioonide jaoks välja tööriista, mis võimaldab määratleda **kui tugevalt on organisatsioonis coachingu kultuuri tunnused esindatud**. Teiseks töötasin välja tööriista, mille abil saab juht hinnata oma coachingul baseeruva juhtimisstiili tugevust.

Pärnu Konverentsid: Koolitus 2016



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25.novembril käisin Koolituskonverentsil Juhtimise töötoas jagamas mõtteid **coachingu võimalustest ja trendidest**. Näen selgelt kahte suunda. Ühelt poolt on coaching

professionaliseerumas – coachid koonduvad ühingutesse, väljaõpe muutub oluliseks. Teiselt poolt on coaching minemas organisatsioonidesse sisse. Ühe paralleelina meenutab praegune protsess mulle aega, millal 20 a tagasi alustasin koolitajana. Tegin noore koolitajana väga palju müügi ja teeninduskoolitusi. Ikka väga palju ☐ Kuid millalgi see aeg sai läbi... Järjest enam hakkasid organisatsioonides samalaadseid koolitusi tegema sisekoolitajad. Nii oli mõistlikum ja soodsam organisatsioonile. Praegu on suurtes ettevõtetes sisekoolitusosakonnad ja see on tavapärane praktika. Samalaadset tendentsi näitavad värsked uuringud maailmas coachingu kohta. Värske 2014.a ICF ja HCI organisatsioonisisese coachingu kasutamise uuring näitab, et 50% küsitletud organisatsioonidest kasutab sisemisi *coach*-e ning 82% organisatsioonidest kasutavad juhid coachingu oskusi.

50 parimat juhtimise blogi 2015.aastal

**Jagan teiega suveks
lugemiselamusi ☐**



Teie ees on 50 parimat juhtimise blogi.

Sellisel viisil pannakse pingerida kokku neljandat aastat.

Need, kes on ülespoole liikunud – on märgitud rohelise värviga. Allapoole liikunud on punased

2015 Rank (2014)	Blog Owner	Alexa Rank (7/1/15)	Blog Summary / Focus
1 (1)	Michael Hyatt <i>@MichaelHyatt Author, consultant and speaker</i> TENNESSEE, US	19,188 (9,776)	Frequent and interesting blogger (3-4 times a week) on leadership development (intentional leadership) and related issues from this popular author and trade publishing expert.
2 (3)	Wayne Dyer @DrWayneWDyer <i>Author and speaker</i> HAWAII, US	117,027 (177,387)	Main focus of this blog, from the popular multi-book author is personal leadership or self-development and finding ways to better motivate yourself and others.
3 (47)	John Maxwell <i>@JohnCMaxwell Author, Consultant, coach and speaker</i> FLORIDA, US	136,861 (2,254,671)	Very popular and best-selling author in the leadership realm whose blog focuses on the qualities and competencies needed to be a leader in many organizational settings.

<p>4 (2)</p>	<p>Dan Rockwell Leadership freak @Leadershipfreak <i>Coach, trainer, mentor</i> PENNSYLVANIA, US</p>	<p>149,336 (105,309)</p>	<p>This blog seeks to offer broad leadership, coaching and mentoring to individuals in regular 300 words or less articles. Dan also well understands the realm of social media.</p>
<p>5 (4)</p>	<p>Michael McKinney Leadership now @LeadershipNow <i>Author, consultant, coach</i> CALIFORNIA, US</p>	<p>168,645 (194,418)</p>	<p>Long standing leadership development blog (leadership now) with a focus on leadership across all communities and not just business (although organizational life figures heavily).</p>
<p>6 (7)</p>	<p>John Hunter Curious cat @curiouscat_com <i>Consultant</i> MALAYSIA</p>	<p>345,875 (364,498)</p>	<p>This blog is about managing through process thinking and improvement. Posts focus on systems thinking (lean, total quality, six-sigma etc.).</p>
<p>7 (5)</p>	<p>Michael Rogers @secondgleader <i>Consultant, coach and Author</i> UTAH, US</p>	<p>454,160 (282,310)</p>	<p>Main focus is on leadership, but also covers many other topics including meetings, time management, teamwork and coaching.</p>
<p>8 (18)</p>	<p>Mike Figliuolo @thoughtLEADERS <i>Consultant, coach, trainer</i> OHIO, US</p>	<p>464,270 (648,679)</p>	<p>Main focus is providing practical skill-building articles mainly in the areas of leadership, strategy, career development, communications and customer service.</p>

<p>9 (9)</p>	<p>Jon Gordon @JonGordon11 <i>Author, speaker and consultant</i> FLORIDA, US</p>	<p>472,953 (378,615)</p>	<p>Main focus is on providing leaders with ideas for inspiring people and organizations to work with more vision, passion, positivity and purpose.</p>
<p>10 (10)</p>	<p>Dan McCarthy Great Leadership @greatleadership <i>Author and Consultant</i> MASSACHUSETTS</p>	<p>482,160 (408,465)</p>	<p>This blog is focused on executive leadership development and skill building from an experienced author and academic. Better OD and HR practice thinking is also covered.</p>
<p>11 (15)</p>	<p>Tanveer Nasseer @TanveerNaseer <i>Coach, Author and speaker</i> QUEBEC, CANADA</p>	<p>498,762 (545,450)</p>	<p>Main focus is on helping managers to help to develop leadership and team-building competencies to guide organizational growth and development, and create a fulfilling sense of purpose in what they do.</p>
<p>12 (13)</p>	<p>Kevin Eikenberry @KevinEikenberry <i>Consultant and speaker</i> INDIANA, US</p>	<p>568,381 (465,513)</p>	<p>Main focus is ideas, thoughts and suggested action steps to help leaders-the path towards Remarkable Leadership (and a Remarkable Life) by travelling from learning to action.</p>
<p>13 (8)</p>	<p>Karin Hurt Let's Grow Leaders @LetsGrowLeaders <i>Author and Consultant</i> MARYLAND, US</p>	<p>593,888 (373,769)</p>	<p>This blog is focused on leadership growth development and skill building from an experienced author and speaker and consultant.</p>

<p>14 (16)</p>	<p>Jon Warner ReadyToManage @joncwarner <i>Author, consultant and coach</i> CALIFORNIA, US</p>	<p>594,856 (607,454)</p>	<p>This blog covers many leadership/ management subjects as well as over 600 articles on soft skill development with a range of checklists and models.</p>
<p>15 (22)</p>	<p>Mark Sandborn @Mark_Sanborn <i>Author, consultant, speaker</i> COLORADO, US</p>	<p>618,947 (813,055)</p>	<p>This blog focuses mainly on leadership development, personal development, better customer service, and teambuilding.</p>
<p>16 (29)</p>	<p>John Spence @AwesomelySimple <i>Consultant, Author and speaker</i> FLORIDA, US</p>	<p>632,519 (1,146,884)</p>	<p>This blog has an international experience focus and concentrates on strategic thinking, teamwork, and leadership development topic areas.</p>
<p>17 (19)</p>	<p>Jesse Lyn Stoner SeaPoint Center @JesseLynStoner <i>Consultant, Author and Coach</i> CONNECTICUT, US</p>	<p>653,431 (685,288)</p>	<p>Main focus is on leadership development and creating engaged workplaces. Aims to assist those who want to make a contribution, as a leader at work.</p>
<p>18 (32)</p>	<p>Gordon Tredgold Leadership Principles @GordonTredgold <i>Line Mgr and Coach</i> UK/Germany</p>	<p>662,264 (1,270,263)</p>	<p>Areas of focus are Transformational Leadership, Operational Performance Improvement, Organizational Development, Program and Change Management and Creating Business Value via IT.</p>

<p>19 (21)</p>	<p>Art Petty @artpetty <i>Coach, Trainer, Author</i> ILLINOIS, US</p>	<p>702,131 (795,214)</p>	<p>Main focus is on developing leadership skills, through building professional presence. Also focuses on critical thinking and decision-making.</p>
<p>20 (12)</p>	<p>Mike Myatt N2Growth @N2Growth <i>Consultant and coach</i> PENNSYLVANIA, US</p>	<p>708,972 (475,701)</p>	<p>This blog is aimed at senior leaders and focuses mainly on strategy, innovation, career dynamics as well as organizational development.</p>
<p>21 (34)</p>	<p>Scott Herrick Cube Rules @CubeRules <i>Consultant</i> WISCONSIN, US</p>	<p>728,267 (1,307,860)</p>	<p>This blog offers a range of leadership and soft skill development articles but from a different perspective- it's aimed at individuals who work in cubicles who have to manage staff as well as manage their boss.</p>
<p>22 (NEW)</p>	<p>Colleen Sharen @ColleenSharen <i>Professor and consultant</i> CANADA</p>	<p>805,859 (-)</p>	<p>This is a management focused blog based on research and practical application. It covers leadership, strategy, marketing, self-management, organizational behavior and teaching & learning.</p>
<p>23 (14)</p>	<p>Kevin Kruse @Kruse <i>Author, Consultant, coach and speaker</i> PHILADELPHIA, US</p>	<p>873,684 (523,550)</p>	<p>Popular speaker and author focusing mainly on employee engagement, leadership, keynote speaking, entrepreneurship</p>

<p>24 (28)</p>	<p>Ben Lichtenwalner Modern servant leader @BLichtenwalner <i>Consultant and Coach</i> MICHIGAN, US</p>	<p>921,335 (968,845)</p>	<p>This blog aims to promote the concept of servant leadership, helping leaders to increase awareness, adopt the practice and take action.</p>
<p>25 (11)</p>	<p>Bob Burg @BobBurg <i>Author and speaker</i> FLORIDA, US</p>	<p>950,805 (431,243)</p>	<p>Blog's focus is on many of the ideas contained in Bob's books which essentially relate to building relationships, networking and giving more in order to achieve more.</p>
<p>26 (17)</p>	<p>Tom Schulte Linked2Leadership @tomschulte <i>Author and consultant</i> GEORGIA, US</p>	<p>956,497 (625,250)</p>	<p>This blog is run by one editing author and many other contributors globally with a main focus on leadership development, organizational health, and personal & professional career growth.</p>
<p>27 (33)</p>	<p>Ed Batista @edbatista <i>Executive Coach and change consultant</i> CALIFORNIA, US</p>	<p>1,025,280 (1,293,968)</p>	<p>This site focuses mainly on leadership, coaching and change issues but covers other issues related to leadership from time to time.</p>
<p>28 (20)</p>	<p>Steve Roesler All things workplace @steveroessler <i>Consultant / coach</i> NEW JERSEY, US</p>	<p>1,086,499 (774,339)</p>	<p>Main focus is on providing articles which help leaders develop by offering coaching advice to try out and additional skills and methods.</p>

<p>29 (30)</p>	<p>Wally Bock Three Star Leadership @wallybock <i>Author and consultant N. CAROLINA, US</i></p>	<p>1,131,946 (1,146,884)</p>	<p>Aimed at leaders at all level, this blog offers particular insights, information, tips, lists and pointers to help managers to perform at a better or higher level.</p>
<p>30 (6)</p>	<p>Chris Locurto @ChrisLoCurto <i>Consultant, Coach and Speaker</i> CALIFORNIA, US</p>	<p>1,190,876 (322,706)</p>	<p>This blog offers a range of personal insights on leadership, managing people, and financial stewardship, posting articles 5 times a week.</p>
<p>31 (38)</p>	<p>Scott Eblin @ScottEblin <i>Coach, author and speaker</i> CALIFORNIA, US</p>	<p>1,208,794 (1,580,178)</p>	<p>Main focus is on leadership development and coaching managers to have “the right” behaviors and mindsets to tackle future change.</p>
<p>32 (27)</p>	<p>George Ambler @GeorgeAmbler <i>Consultant</i> SOUTH AFRICA</p>	<p>1,212,089 (878,142)</p>	<p>This site focuses on those interested in learning to lead more successfully in times of change, which requires a new set of leadership practices.</p>
<p>33 (25)</p>	<p>Terry St. Marie @Starbucker <i>Consultant and Coach</i> OREGON, US</p>	<p>1,468,105 (865,261)</p>	<p>Optimistic blog focused mainly on the power of being positive as a person and a leader, and how to have more purpose, empathy and compassion, humility and love for others.</p>

<p>34 (35)</p>	<p>Susan Mazza Random acts of leadership @SusanMazza <i>Consultant and Coach</i> FLORIDA, US</p>	<p>1,452,711 (1,383,655)</p>	<p>Main focus of the blog is translating leadership and OD theory into pragmatic strategies and practical applications to improve performance.</p>
<p>35 (24)</p>	<p>Todd Nielsen Slice of Leadership @toddbnielsen <i>Author, consultant, speaker</i> CALIFORNIA, US</p>	<p>1,470,922 (863,555)</p>	<p>Main focus is on how leaders can attain greater productivity and to reject the status-quo though concentrating on better processes/methodologies.</p>
<p>36 (23)</p>	<p>David Zinger @davidzinger <i>Consultant</i> OTTAWA, CANADA</p>	<p>1,601,699 (846,261)</p>	<p>This blog has a mix of research-based and practical approaches aimed at building more authentic relationships and achieve better results.</p>
<p>37 (39)</p>	<p>Gary Cohen C02 Exhale @garybcohen <i>Consultant, Coach and Speaker</i> MINNESOTA, US</p>	<p>1,798,745 (1,538,386)</p>	<p>Main focus is on leadership development, business communication, executive coaching and a range of ideas on improvement as a leader of any kind.</p>
<p>38 (36)</p>	<p>Michael Ray Hopkin Lead on purpose @michaelrhopkin <i>Consultant and Speaker</i> UTAH, US</p>	<p>1,874,923 (1,387,973)</p>	<p>This blog mainly focuses on product/service management as a key leader task but also includes ideas on persuasion and working better.</p>

<p>39 (44)</p>	<p>Michael Lee Stallard @michaelstallard Consultant, coach and speaker NEW YORK, US</p>	<p>2,052,852 (1,998,756)</p>	<p>Main focus is on leadership and management productivity and innovation plus team building, communications and executive coaching.</p>
<p>40 (41)</p>	<p>Sonia McDonald Leadership HQ @LeadershipHQ1 Speaker and HR and OD Consultant AUSTRALIA</p>	<p>2,201,378 (1,720,429)</p>	<p>This blog showcases a range of leadership and related articles as well as having a focus on employee empowerment and engagement</p>
<p>41 (37)</p>	<p>Andrew Bryant Self Leadership @SelfLeadership Author, coach and speaker SINGAPORE</p>	<p>2,244,146 (1,447,757)</p>	<p>Main focus is on leadership development, business communication, executive coaching and a range of ideas on self development.</p>
<p>42 (31)</p>	<p>Steve Farber @stevifarber Author, speaker and Consultant CALIFORNIA, US</p>	<p>2,315,295 (1,199,037)</p>	<p>This blog promotes the “Extreme Leadership” approach offering ideas and coaching/communication to leaders at all levels.</p>
<p>43 (42)</p>	<p>John Agno @johnagno Coach and Author MICHIGAN, US</p>	<p>2,391,240 (1,340,912)</p>	<p>Main focus is on coaching but also seeks to help leaders to gain greater clarity and focus while expanding self-awareness as they design the personal and professional life wanted.</p>

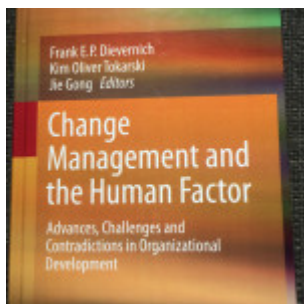
<p>44 (NEW)</p>	<p>Cheryl Cran @cherylcran Consultant and author CANADA</p>	<p>2,447,652 (-)</p>	<p>Main focus is better leadership but with substantive emphasis on managing change and the impact of different generations in the workplace.</p>
<p>45 (50)</p>	<p>Frank Kanu Genius One @FrankKanu Consultant, Speaker FLORIDA, US</p>	<p>2,644,793 (2,958,673)</p>	<p>To the point blog on management and leadership strategy and matters but with lots of broader areas of focus to stretch the creative thinking process.</p>
<p>46 (43)</p>	<p>Tom Foster Management blog @FosterLearning Consultant FLORIDA, US</p>	<p>3,069,287 (1,850,755)</p>	<p>This blog focuses on the leadership of teams and whole organizations by looking at establishing better relationships at all levels.</p>
<p>47 (NEW)</p>	<p>Christine Comaford SmartTribes Institute @Comaford Consultant and author CALIFORNIA, US</p>	<p>3,391,454 (-)</p>	<p>New York Times bestselling author Christine Comaford helps leaders navigate growth and change with a blog focused on better leadership (and the neuro-science that underpins our decisions).</p>
<p>48 (NEW)</p>	<p>Erika Andersen @erikaandersen Author and consultant NEW YORK, US</p>	<p>3,407,686 (-)</p>	<p>Deep blog focused mainly on organizational visioning and strategy, executive coaching, and management and leadership development.</p>

<p>49 (48)</p>	<p>Ellen Weber Brain leaders & learners @ellenfweber Author and consultant NEW YORK, US</p>	<p>3,456,188 (2,642,782)</p>	<p>Main focus is showcasing an academic model for a left/right side of the brain approach called MITA™ which aims to foster more innovative leading and learning.</p>
<p>50 (46)</p>	<p>Mary Jo Asmus @mjasmus Coach and Consultant MICHIGAN, US</p>	<p>3,775,229 (2,116,460)</p>	<p>This blog focuses on leadership development with a main emphasis on improving, and sustaining relationships with the people.</p>

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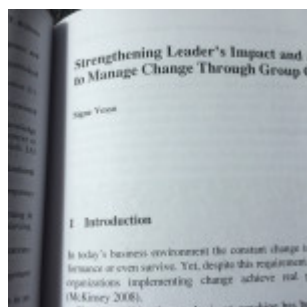
lähemalt: <http://blog.readytomanage.com/best-50-leadership-blog-sites-in-2015/>

Grupi coachingu läbi juhi mõju ja muudatuste juhtimise võime tugevdamine



Olen väga rõõmus ja õnnelik:) Natuke aega tagasi jõudis minuni väike pakk, kus sees oli raamat. Raamat, kuhu oli valitud ka minu artikkel “Strengthening Leader’s impact and ability to manage change through group coaching.”

Viisin läbi uuringu 2009.a. ja 2010.a. , kus uurisin grupi coachingu mõju juhtidele.



Juhtide tulemused olid 2010.a. paremad. Uurisin ka usalduse mõju tulemustele ning siin ilmnes tugev seos. Nendes meeskondades, kus usaldust hinnati kõrgemalt saavutas juht kõrgemad tulemused.

See raamat on üks parimaid meeskonnatöö alalt, mida võib soovitada nii juhtidele kui ka alluvatele.

Tagasiside raamatule "Õnnelik meeskond", mille juba 2008.a kirjutasime on olnud positiivne. Oleme palju tänusõnu kuulnud. Nüüd leidsin netiavarustest veel ühe arvamuse. Rõõmuga jagan seda teiega. **Siin see on:**

Pikaajalise meeskondade koolitamise kogemusega autorid räägivad lihtsalt ja inimlikult meeskonnatöö olemusest, toovad näiteid erinevatest kriisidest ja annavad juhiseid, mida ühes või teises olukorras ette võtta.

Autorite koostöö väga paljude meeskondadega on näidanud, et saavutuste, edu ja õnnelikkuse võtmed on juhi käes. Kuna juhil on oma meeskonnaliikmete üle mõjujõud ehk võim, siis tema emotsionaalsed seisundid mõjutavad tugevalt meeskonda.

Autorite tähelepanekul saavutavad tunduvalt paremaid tulemusi need juhid, kes väljendavad oma meeskonnaliikmete suhtes rohkem sooje tundeid ja hoolivust.

Enamasti teebki inimesi õnnetuks meeskonnajuhhi käitumine – arusaamatu juhtimine ja külmad suhted. Samuti teevad õnnetuks halvavad meeskonnasisesed suhted. Kui aga meeskonnas pöörata tähelepanu vaid suhete parandamisele, ei tee see veel inimesi õnnelikuks, pigem vähendab see õnnetust. Tõeliselt õnnelikuks teeb inimesi koosloomine, arenemine, eesmärkide saavutamine ning tunnustus nende eest.

Koosloomingu seisukohast jagavad autorid meeskondi koosmängivateks ja kooshädaldavateks meeskondadeks. Õnnetus meeskonnas on ohvrid, kes hädaldavad koos halva eilse ja tänase üle. Esiteks ei usuta positiivsesse tulevikku ja teiseks pole energiat sinnapoole liikuda. Ohvrite meeskonda iseloomustab eelkõige suletud ruumi nähtus – olukord, kus info ei liigu ja puudub võimalus avameelseteks aruteludeks. Selle tagajärjedeks on tagarääkimiskultuuri vohamine, süüdlaste otsimine lahenduste leidmise asemel.

Autorid on aastaid katsetanud viise, mis soodustaksid meeskondade koostööd ja tulemustele orienteeritust samal ajal. See, mida nad arenguprogrammide raames ettevõtetes on teinud, ongi suures osas ruumi avamine ja seda saavad teha ka meeskonnajuhid ise. Avatud ruumis on igati soodustatud inimeste vahelised tähendusrikkad vestlused ning iga meeskonnaliige on teadlik enda rollist ja vastutusest positiivsete muutuste tekitamisel.

See raamat on üks parimaid meeskonnatöö alalt, mida võib soovitada nii juhtidele kui ka alluvatele.

Lada Siimon

lvkrkraamatublogi.blogspot.com