

DAY 2: 4 JULY – 11.50-12.50

OPTION 1 – ROOM 221



ANNA BLACKMAN

Examining the Relationships Between Different Elements of the Coaching Process and Its Perceived Effectiveness

Bio

Dr Anna Blackman is a lecturer at the School of Business at James Cook University Townsville Queensland Australia. Her areas of research interest include business coaching, Human Resource Management, Health and Wellbeing. She has taught in the areas of Strategic Human Resource Management; Employee Relations; Business, Leisure and Society; Current Issues in Human Resources; International Marketing; Business Communications and Business Research Methods.

Session

This study confirmed the importance of the three main parts of coaching; the coach, the coachee and the coaching process while examining the relationships between different elements of the coaching process and its perceived effectiveness. The findings were significant and could be used to determine future paths of research within coaching. Three themes that consistently emerged from the results of the current study are:

1. The importance of coach experience and technical expertise
2. The idea that key processes change in significance in different phases of coaching
3. The need for greater attention to coachee goals.