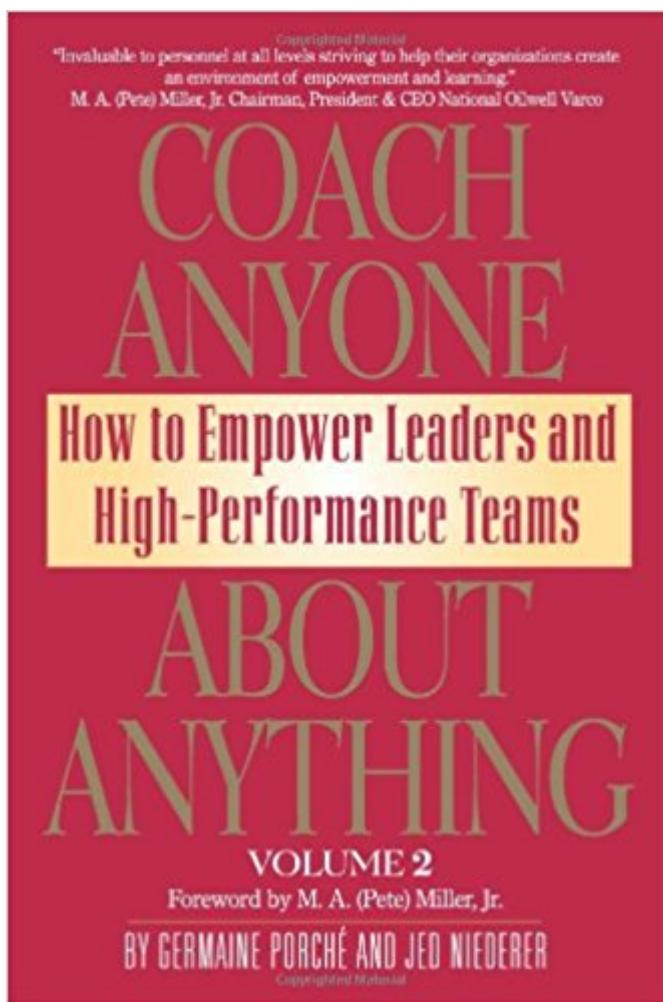


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# Coach Anyone About Anything: How To Empower Leaders & High Performance Teams



## Synopsis

This Volume 2 book builds on the work presented in Volume 1. In Volume I, the focus is on the individual and equipping you with tools to help your clients succeed, as well as growing your knowledge and confidence in the world of coaching. Coach Anyone About Anything, Volume 2 addresses a different perspective of coaching: coaching within the organization. You can still apply all the tools personally; however, the tools contained herein will help you to bridge your work from an individual to an organizational context. Who is this book for? For managers who want to have their employees improve their performance. It will help supervisors save time through coaching to develop their people, not just train them. For executives committed to expanding their direct reports ability to take on extraordinary business objectives and win. It's for chief executives looking to create and sustain a coaching culture to help guarantee continued success and increase shareholder value. And this book will assist mentors who want to do more for their proteges than merely orient them to their organization's traditions and customs. For professional coaches on the hunt for proven tools and techniques to help their clients make more money. Coaches desiring new, straightforward ways to contribute to their clients will find this volume a gold mine of fresh approaches. For coaches seeking easy-to-implement performance models to enable their players/clients to increase their revenues and profits. By the way, throughout the book we will refer to persons being coached in any industry as players. And every coaching approach we share with you can be applied to teams as well as individual players. For people who would love to learn how to coach themselves to achieve their goals. In these pages you will discover models and lenses to help give your players an eagle's view of their organizations in order to illuminate the pluses and minuses. You will discover a process to help players uncover the things they have in place that drive high performance and those things that dampen it. This methodology includes helping your clients to invent ways to redesign their business processes to generate greater results. Sales coaching has become a hot topic today in many enterprises since the Sales Executive Council published these revelations: 1. Average producing salespeople improve their performance 19 percent when receiving effective sales coaching. 2. Poor sales coaching drives sales results down and is actually worse than no sales coaching at all. We offer you unique tools and proven techniques to coach salespeople effectively. We will also dismantle the notion that sales coaching is merely a new trendy term for sales management or sales training common misconceptions. Coaching is a conversation, and effective listening is critical, of course. But did you know that players can be coached in the appropriate way to listen to different speakers? That's right; players are more successful when they listen differently to coaching, mentoring, leading, and managing. You'll learn about these frameworks for listening to

different roles and identify reasons why the responses you receive from players sometimes don't fit the situation. Have you ever wondered how coaching differs from mentoring? Many people use the terms interchangeably. Well, we offer a set of principles that distinguish the two and increase the power of each. In addition, we differentiate coaching and mentoring from management and leadership. Are there things you've dreamt about but haven't found the time? In these pages, we deliver a new pathway for you and your players to realize your dreams. Contrasting outcome management with traditional time management is bound to challenge your thinking and supply new openings for achievement.

## **Book Information**

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## **Customer Reviews**

Invaluable to personnel at all levels striving to help their organizations create an environment of empowerment and learning. --M. A. (Pete) Miller, Jr., Chairman, President & CEO, National Oilwell VarcoWe believe peak performance comes from providing responsibility, learning, recognition, and joy. This book will help you deliver all four. --Kevin Roberts, CEO Worldwide, Saatchi & SaatchiGermaine and Jed have such clear and engaging voices, they kept my attention. Through personal examples and stories, I was able to make fast and meaningful connections to how what they teach will be useful for me. The distinctions between coaching and mentoring will make a significant change in the way I approach and listen to people. I love how there are applications for all roles and perspectives be it as a manager, executive, coach or just as a helper helping others who want to succeed... This book is a real motivator from those who read it to those who get the benefit of someone reading it. --Bobbi Deporter, President, Quantum Learning Network,

SuperCamp/ QL Education, Author of Quantum Learning, Quantum Business, Quantum SuccessWe believe peak performance comes from providing responsibility, learning, recognition, and joy. This book will help you deliver all four. --Kevin Roberts, CEO Worldwide, Saatchi & Saatchi2011 Silver Winner - IBPA Franklin Benjamin Award - Business

Germaine and Jed have also co-authored Coach Anyone About Anything: How to Help People Succeed in Business and Life, Volume 1; the bestselling humor book series Coaching Soup for the Cartoon Soul; The Power of Coaching: The Secrets of Achievement; The Power of Coaching: Managing the Time of Your Life; and the CD series Ask The Coaches. They are the creators of CoachLab® and the Eagle's View® time transformation and outcome management workshops. Jed and Germaine serve as lecturers in the Practice of Executive Education, Jones Graduate School of Business, Rice University, Houston, TX. Germaine enjoys running marathons, yoga, strength training, and cycling. She finds relaxation in reading, cooking all types of food, and spoiling her nieces and nephews. Jed enjoys, running, cartooning, reading, cycling, and appreciating classic automobiles. They love traveling together and volunteering for youth mentoring programs. Germaine and Jed have been married 21 years and reside in Houston, Texas, with their dogs Gus and Mitzi. Germaine is President of Eagle's View Consulting. She specializes in working with organizations to produce performance breakthroughs in productivity and leadership engagement. Her 23 years of consulting experience is in the design and delivery of training programs that incorporate clients specific developmental needs, such as Rapid Work Redesign, productivity breakthroughs, employee engagement, coaching, and communication skills. She coaches executives, individuals, and groups at all levels to deliver high-impact business results. Her consulting work is multicultural, including work in Europe, Indonesia, Israel, and Canada. Some of the industries Germaine has consulted in are real estate, insurance, sales, forest products, law, manufacturing, mining, and energy. She has also worked with teams of labor and management personnel to produce breakthrough results. Germaine holds a Master of Science degree in Organization Development from The American University in Washington, D.C., and the NTL Institute (National Training Laboratories). She was recognized as a Top Ten Business Woman for the American Business Women Association in 2006 and received the Federation of Professional Business Women s Woman of Excellence award in 2008. Edward (Jed) Niederer, III Jed is Vice President of Sales Effectiveness at National Oilwell Varco. He has coached executives, managers, teams, and entrepreneurs to breakthrough performance for 30 years. A skillful program developer and deliverer, Jed has created and led courses and workshops in personal effectiveness, communication,

leadership, sales, and coaching for more than 100,000 people in the U.S., Canada, Europe, the Far East, the Middle East, South America, and Australia. Jed's consulting and coaching career has included work in mining, manufacturing, energy, insurance, computer, forest products, and healthcare industries. He has successfully managed projects involving a wide range of large-scale change methodologies, including Rapid Work Redesign, high-impact work teams, and breakthrough process reengineering. After earning a B.A. in Communications & Advertising from the University of Washington in Seattle, Jed entered the life insurance business and was a million-dollar producer his first year. At age 24 he was appointed the youngest-ever agency manager for Provident Mutual Life, eventually leading his associates to win the President's Trophy. Jed holds a Chartered Life Underwriter (CLU) degree from The American College, Bryn Mawr, Pennsylvania. He served as a Second Lieutenant and aviator in the U.S. Army Transportation Corps.

Germaine and Jed have done it again! Coach Anyone II is a great reference, read, and tool! The first book introduces you concepts for personal coaching, while the second allows you to understand more of the practical application on a larger scale. This book empowers you to enhance the coach you already are, while challenging you to question the coach you could become. This is a great addition to the Coach Anyone family.

I have provided this comment several times but I guess it was not recorded. I love this book, not as much as the first one but its a great book and great resource to have in my coaching experience

Use coaching to significantly leverage knowledge and build a more effective team! Jed and Germaine approach coaching concepts in a straightforward way with good examples for ease of application. I have been with Purdue University for over 30 years. Coaching plays an important role in building our team of professional staff that work with industry clients to develop and deliver education programming. Reading both volumes of Coach Anyone about Anything helped me revitalize the power of coaching for our team. For those of us further along in our careers, be sure to read the story on page 249 - a great example of how an experienced professional can benefit from being receptive to coaching. Thanks Jed and Germaine for helping me consider more effective ways of extending knowledge to others as well as being personally open to coaching from many sources internally and externally. This book is a great resource and guide for anyone who wants to leverage the power of coaching. Well done!

Germaine and Jed lay out detailed time management and motivation strategies for anyone looking to accomplish anything at all. Entry-level workers, managers, entrepreneurs, students, and parents can glean a wealth of practical information about tackling to-do lists, empowering people, prioritizing pressures, becoming a better team player, and leading others to work together. Germaine and Jed steer clear of trite advice and cliches; instead, they share personal stories, useful diagrams, and witty illustrations to convey their wisdom. Readers can put down the book feeling encouraged and equipped to conquer procrastination. I strongly recommend this book to people of all ages looking to regain a new outlook on defining and reaching goals.

Coach Anyone About Anything Volume 2 is an invaluable resource for anyone who is charged with coaching, managing, motivating or leading anyone, at anytime! I found within this book useful tips and strategies that help me in coaching situations, management situations and frankly, in regular life situations. The book is written in such an easy to read format that I found myself getting to the end of a chapter and then not being able to put it down because the next chapter was too enticing. You will read this book once because it is so good you won't want to put it down. Then you will read it the second and third time to really absorb the great lessons. After that, it will sit on your desk as a wonderful reference and become an important tool in your coaching/management toolbox.

I have read both volumes of Coach Anyone About Anything, and use Volume 1 as the foundation for our coaching programs. Volume 2 is an excellent follow up, and stands out in that it is truly a PRACTICAL guide not just to coaching, but in how to create coaches (which is both a matter of skills training, and mindset training). The information is easy to understand and the concepts are delivered through stories everyone can relate to, as opposed to relying on complicated psychological theories as many coaching programs do. Perhaps most importantly, the easy to use tools in Volume 2 empower coaches, whether new or very experienced, to go out and confidently and effectively coach and inspire their players to maximize their performance and potential.

This is hands down the best Coaching book for leaders and organizations on the market. Coach Anyone About Anything -How to Empower Leaders & High Performance Teams is an engaging, action-provoking guidebook. It illuminates a path that the reader takes to drive success in his personal and work spaces by understanding coaching and developing those who are: in his pit crew, directing from the cockpit, going along for the ride, and/or viewing the ascent from the launch pad. I love the shared colorful insights relative to decisionmaking, authorities, and inspiration. This is

a must for those called to a role in which persistent and effective heavy-lifting is required. Inspiring!

This book was given to me and I found out it was a jewel of my heart to unlock my potential as a consultant and advisor, but also help others exercise their abilities to creatively reach their goals. Coach Anyone, Vol.2 is not just a book to read, but a study guide and compass to frame your business for exponential success. I really like the style of writing for this book because it appeals not only to executives who know the lingo, but also to the layperson, just getting started....I am able to comprehend the science behind the sales business in a way that was not apparent to me before. Great job Jed & Germaine!!

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