

## SELECTED DEFINITIONS OF COACHING

'The art of facilitating the performance, learning and development of another.' (Downey, 2003)

'A powerful alliance designed to forward and enhance the lifelong process of human learning, effectiveness and fulfilment.' (Whitworth, Kimsey-House, Kimsey-House and Sandahl, 2007)

'A collaborative and egalitarian relationship between a coach, who is not necessarily a domain-specific specialist, and client, which involves a systematic process that focuses on collaborative goal setting to construct solutions and employ a goal attainment process with the aim of fostering the on-going self-directed learning and personal growth of the client.' (Grant and Stober, 2006)

'Coaching is a robust and challenging intervention, is results driven, delivers tangible added value, is typically a short-term or intermittent engagement and enables the attainment of high standards or goals.' (Grant, 2007)

'Coaching is a method of work-related learning that relies primarily on one to one conversation.' (de Haan, 2008)

'Unlocking people's potential to maximize their own performance. It is helping them to learn rather than teaching them.' (Whitmore, 2009)

'Coaching could be seen as a human development process that involves structured, focused interaction and the use of appropriate strategies, tools and techniques to promote desirable and sustainable change for the benefit of the coachee and potentially other stakeholders.' (Cox, Bachkirova and Clutterbuck, 2010)

'Empowering people by facilitating self-directed learning, personal growth and improved performance.' (Bresser and Wilson, 2010)

'A Socratic based future focused dialogue between a facilitator (coach) and a participant (coachee/ client), where the facilitator uses open questions, active listening, summarises and reflections which are aimed at stimulating the self awareness and personal responsibility of the participant.' (Passmore and Fillery-Travis, 2011)