

Otto E. Laske
*Author of *Aggression and Escalation**

Measuring Hidden Dimensions

The Art and Science of Fully Engaging Adults



Second Edition

Measuring Hidden Dimensions The Art And Science Of Fully Engaging Adults

Duncan Enright, John Knights, Danielle Grant, Greg Young



Measuring Hidden Dimensions The Art And Science Of Fully Engaging Adults:

Measuring Hidden Dimensions Otto E. Laske, 2011-02-01 Laske offers a textbook on assessing adults socio emotional maturity based on extant research since 1975 specifically geared to coaching leadership development and management consulting

Advanced Systems-Level Problem Solving, Volume 1 Otto Laske, 2023-10-13 This three volume set introduces the practice of advanced dialectical systems level problem solving in both the social and natural sciences In social science it opens new vistas regarding organizational strategy and work design In the natural sciences it provides heretofore missing conceptions of physical systems in peril due to the climate crisis In addition the author draws conclusions that are important for advancing generative AI The monograph presents novel conceptual tools that directly impact the internal structure of a systems analyst s mental processing in real time While the first volume lays the theoretical groundwork for dialectical systems analysis the second focusing on the nature of work lays bare the structure of complex thinking in terms of the thought forms it requires In order to facilitate better understanding of the principles taught in the first two volumes the third volume provides a Manual of Dialectical Thought Forms which is the only one in existence today

Advanced Systems-Level Problem Solving, Volume 2 Otto Laske, 2023-10-14 This three volume set introduces the practice of advanced dialectical systems level problem solving in both the social and natural sciences In social science it opens new vistas regarding organizational strategy and work design In the natural sciences it provides heretofore missing conceptions of physical systems in peril due to the climate crisis In addition the author draws conclusions that are important for advancing generative AI The monograph presents novel conceptual tools that directly impact the internal structure of a systems analyst s mental processing in real time While the first volume lays the theoretical groundwork for dialectical systems analysis the second focusing on the nature of work lays bare the structure of complex thinking in terms of the thought forms it requires In order to facilitate better understanding of the principles taught in the first two volumes the third volume provides a Manual of Dialectical Thought Forms which is the only one in existence today

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Developmental

Coaching Tatiana Bachkirova,2011-04-16 Coaches often say that their coaching is developmental but what they mean by this varies significantly This groundbreaking book introduces a new theory of developmental coaching and a new framework for coaching practice It explores the most puzzling and debated aspects of human nature such as self free will and psychological evolution and then introduces both a new theory of developmental coaching and a new framework for coaching practice Tatiana Bachkirova addresses highly debated and complex ideas with ease and explains their relevance to everyday living and helping people to move forward in their lives To make these ideas real for coaches the book is written in a clear and engaging way with examples illustrations exercises and case studies Coaches who wish to enrich their practice will find plenty to learn reflect on and apply immediately in their client engagements Coaches who see their own self as a crucial element of a coaching encounter will have an opportunity to explore and enhance their own developmental process Students of advanced coaching programmes will find this book both intellectually stimulating and a useful resource for practice

The Changing Paradigm of Consulting Anthony F. Buono,Ralph Grossmann,Hubert Lobnig,Kurt Mayer,2011-05-01 The 13th volume in the RMC series The Changing Paradigm of Consulting is based on the best papers presented at the Academy of Management s Management Consulting Division s fourth international conference 2009 on the underlying dynamics within the fast paced world of business and management consulting Held in Vienna Austria the conference brought together academicians consultants and organizational practitioners to examine the changes taking place within the consulting field The book s 19 chapters are divided into five sections that explore the emergence and implications of this new paradigm delineating and illustrating the paradigm shift taking place within consulting exploring the ramifications for global consulting examining the challenges inherent in attempts to capture collaboration and cooperation in inter organizational networks analyzing the push toward the professionalization and professionalism of consultancy and assessing new approaches to management consulting focusing on innovative instruments tools and intervention frameworks The book captures the myriad complexities and uncertainties faced by consultants and their clients and the concomitant search for appropriate mindsets attitudes and orientations as well as methods tools and techniques As each of the chapters indicates while there are significant challenges facing the consulting industry there are also a number of promising frameworks and approaches that can help us successfully meet these challenges

Governance and Institutional Re-engineering Ann Marie Bissessar,2009-03-26 Governance and Institutional Re engineering comprises a series of thought provoking articles on governance and the institutions of governance It commences with what amounts to a plea by a well respected academician in the field of Public Administration Gerald Caiden in an article entitled Towards Cleaner Government The book brings together scholars from across the world In setting out their various perspectives integrity in public life women and politics and neighbourhood management among the various themes the writers demonstrate the range and diversity of debates involved in the governance of any country The book was certainly successful in presenting an interesting informed well written

discussion of contemporary challenges and recent discussions in the field of government and public administration

Coaching the Team at Work 2 David Clutterbuck, 2020-04-21 This book is a must for anyone involved in organizational coaching Adrian Moorhouse Managing Director Lane4 but when any one or more of the aspects is malfunctioning the result is underperformance This book helps team coaches develop their skills to support teams in understanding these complex dynamics and as a result in developing more effective ways of working together **Metagovernance for Sustainability**

Louis Meuleman, 2018-08-14 The 17 Sustainable Development Goals SDGs which were adopted by the United Nations in September 2015 are universally applicable in all 193 UN Member States and connect the big challenges of our time such as hunger and poverty climate change health in an urbanised environment sustainable energy mobility economic development and environmental degradation Sustainability has the characteristics of a wicked problem for which there are no one size fits all solutions This book tests the hypothesis that the implementation of sustainable development and in particular the 2015 SDGs requires tailor made metagovernance or governance of governance This is necessary to develop effective governance and high quality and inclusive public administration and to foster policy and institutional coherence to support implementing the SDGs Based on the growing literature on governance and metagovernance and taking into account the specificities of societal factors such as different values and traditions in different countries the book presents a framework for the design and management of SDG implementation It shows how hierarchical network and market governance styles can be combined and how governance failure can be prevented or dealt with The book presents an overview of fifty shades of governance which differ for each governance style and a sketch of a concrete method to apply sustainability metagovernance Metagovernance for Sustainability is relevant to academic and practitioner fields across many disciplines and problem areas It will be of particular interest to scholars students and policy makers studying Sustainable Development Governance and Metagovernance Public Management and Capacity Building *Public Management and the Metagovernance of Hierarchies, Networks and Markets* Louis Meuleman, 2008-04-03 Public managers can to a certain extent choose between various management paradigms which are provided by public and business administration scholars and by politicians as well How do they find their way in this confusing supermarket of competing ideas This book explores how public managers in Western bureaucracies deal with the mutually undermining ideas of hierarchical network and market governance Do they possess a specific logic of action a rationale when they combine and switch between these governance styles This chapter sets the scene for the book as a whole and presents the search topic and the research question 1.1 Problem setting Since the Second World War Western public administration systems have changed drastically The hierarchical style of governing of the 1950s to the 1970s was partly replaced by market mechanisms from the 1980s onwards In the 1990s a third style of governing based on networks further enriched the range of possible steering coordination and organisation interventions In the new millennium public sector organisations seem to apply complex and varying mixtures of all three styles of what we will find as governance

in a broad sense This development has brought about two problems *Leadership Coaching* Jonathan Passmore,2015-07-03
Published with the Association for Coaching this revised edition of the highly respected Leadership Coaching will enhance and extend your coaching practice It draws on evidence based thinking and the writing of some of the world s top leadership thinkers and coaching practitioners to present a start of the art coverage of leadership models and how to use them effectively to benefit your coaching relationships Leaders face many challenges and this book will challenge you to adapt your coaching approach to suit your clients needs Its coverage ranges from newer topics such as strengths focused leadership and conversational leadership to more tried and tested frameworks such as Porter s strategy model and Goleman s model of leadership styles It also incorporates non Western perspectives from Asia and Africa and considers multinational topics like coaching global boards *Student Learning Abroad* Michael Vande Berg,R. Michael Paige,Kris Hemming Lou,2023-07-03 A central purpose of this book is to question the claims commonly made about the educational benefits of study abroad Traditional metrics of enrollment increases and student self report and practices of structural immersion are being questioned as educators voice growing uncertainty about what students are or are not in fact learning abroad This book looks into whether these criticisms are justified and what can be done if they are The contributors to this book offer a counter narrative to common views that learning takes place simply through students studying elsewhere or through their enrolling in programs that take steps structurally to immerse them in the experience abroad Student Learning Abroad reviews the dominant paradigms of study abroad marshals rigorous research findings with emphasis on recent studies that offer convincing evidence about what undergraduates are or are not learning brings to bear the latest knowledge about human learning and development that raises questions about the very foundations of current theory and practice and presents six examples of study abroad courses or programs whose interventions apply this knowledge This book provokes readers to reconsider long held assumptions beliefs and practices about teaching and learning in study abroad and to reexamine the design and delivery of their programs In doing so it provides a new foundation for responding to the question that may faculty and staff are now asking What do I need to know and what do I need to be able to do to help my students learn and develop more effectively abroad Contributors Laura BathurstMilton BennettGabriele Weber BosleyJohn EngleLilli Engle Tara HarveyMitchell HammerDavid KolbBruce La Brack Kris Hemming LouKate McClearyCatherine MenyhartR Michael PaigeAngela PassarelliAdriana Medina Lopez PortilloMeghan QuinnJennifer Meta RobinsonRiikka SalonenVictor SavickiDouglas StuartMichael Vande BergJames ZullWhile the authors who have contributed to Student Learning Abroad are all known for their work in advancing the field of education abroad a number have recently been honored by leading international education associations Bruce La Brack received NAFSA s 2012 Teaching Learning and Scholarship Award for Innovative Research and Scholarship Michael Paige 2007 and Michael Vande Berg 2012 are recipients of the Forum on Education Abroad s Peter A Wollitzer Award **Practices of Dynamic Collaboration** Jan De Visch,Otto Laske,2020-05-22

This book provides senior managers project and program managers team coaches and team leaders with thought and management tools for potentiating self organization and creating collaborative intelligence in teams Adapted and expanded from the 2018 Dynamic Collaboration Strengthening Self Organization and Collaborative Intelligence in Teams the book aids readers in establishing team structures optimal for shared leadership based on the longitudinal adult development of contributors especially as team members Drawing from theoretical and empirical research on social emotional and cognitive development since 1975 the authors create a provocative paradigm of forming managing evaluating and linking teams into networks They introduce an empirically validated team typology and workspace analysis of dialogue spaces called We Spaces Featuring real world examples and cases of teams that have become self organizing this book is a valuable resource for upper and middle level managers CEOs Board of Directors as well as consultants researchers and academics in human resource management adult development team building leadership and organizational management

The Complete Handbook of Coaching Elaine Cox,Tatiana Bachkirova,David Clutterbuck,2010 This comprehensive guide to coaching explores a full variety of coaching theories approaches and settings and offers strategies for the reader to identify and develop a personal style of coaching Written by leading international authors each chapter makes explicit links between theory and practice and generic questions will facilitate further reflection on the topic There are also suggestions for reading and short case studies This is the first book to explore the differences between the theoretical perspectives of coaching and the links between these perspectives in relation to contexts genres and media of coaching

Mastering Whole Family Assessment in Social Work Fiona Mainstone,2014-01-21 How do you balance the needs of children adults and their families when carrying out social work assessments With tools and frameworks that make sense of the interface between adult problems and children s safety this guide will help social workers generate high quality assessments that consider the well being of both adults and children

Ego Development for Effective Coaching and Consulting Thomas Binder,2023-06-12 Both in research and in practice a number of basic competencies are considered necessary for successful process oriented coaching and consulting activities In the present research work the extent to which these necessary competencies are related to vertical personality development was investigated Loevinger s model of ego development a stage theory of development provides the frame of reference for this study This paper fully summarizes the current state of research on the model in order to comprehensively analyze possible relationships with coaching and consulting competencies As a first step the competency requirements of selected coaching and consulting associations were analyzed to determine whether they are related to ego development and whether they express minimum requirements for ego development The analysis revealed that the competency requirements of all associations show clear parallels to aspects of ego development The majority of these requirements point to a fully developed self governed stage E6 of ego development as a prerequisite for process oriented coaching and consulting services In a second step empirical studies were examined to systematically

analyze the relationship between ego development and aspects relevant to coaching and consulting The results of the current empirical studies show a clear correlation between these competencies and ego development This means that as ego development increases higher coaching and consulting competencies become more likely Many studies also indicate that a fully developed self governed stage of ego development can be expected as the basis for consistent work at an intermediate level of competence

The Completely Revised Handbook of Coaching Pamela McLean, 2012-07-23 Praise for The Completely Revised HANDBOOK OF COACHING Pam McLean has written a jewel of a book Its straightforward easy to read style lays out an elegantly simple effective and agile coaching methodology This will become a well used dog eared in the days before e books guidebook for both the new and the seasoned coach MARY BETH O NEILL author Executive Coaching with Backbone and Heart A welcome and comprehensive update of the original Handbook this theoretically grounded yet highly practical book presents important integrative coaching models that deal with complex coaching issues in an easy to read way This book will be of use to novices and experienced coaches alike ANTHONY M GRANT Ph D coauthor Evidence Based Coaching Handbook faculty University of Sydney I love this book Pam McLean offers the most comprehensive and clear explanation of use of self why it is important and where we need to focus our attention that I have ever read In addition she describes the robust Hudson coaching methodology clearly with lots of examples and always links theory to practice RICK MAURER author Beyond the Wall of Resistance faculty Gestalt Institute of Cleveland The new Handbook of Coaching is intellectually satisfying and pragmatically rich a tour de force grounded in a thorough exploration of adult development and coaching models This major rework of Hudson s classic offers practitioners extensive guidance on coach methodology the system dynamics of change and the crucial use of self Leadership coaches at any level will find this an invaluable resource DOUG SILSBEE author Presence Based Coaching With an emphasis on thoroughly understanding one s self as a coach and supporting one s clients to understand themselves as well as their contexts Pam s book is very resourceful both practically and conceptually Her very current real life examples are insightful and useful EDIE SEASHORE M A author Triple Impact Coaching

The Handbook of Knowledge-Based Coaching Leni Wildflower, Diane Brennan, 2011-05-18 PRAISE FOR THE HANDBOOK OF KNOWLEDGE BASED COACHING Definitive with extensive references and a commitment to connecting theory to practice in every chapter this important contribution is a delicious and wide ranging exploration of the lineages that have shaped the modern practice of coaching Doug Silsbee author Presence Based Coaching and The Mindful Coach The translation of theories from multiple disciplines to the practice of coaching makes this book a must read Terrence E Maltbia senior lecturer Adult Learning and Leadership and faculty director Columbia Coaching Certification Program Teachers College Columbia University If you have an appetite for the scientific roots of what works best in coaching and you are hungry for an easy to digest translation of the science to practice this book is a feast and will be on your plate for many years to come Margaret Moore Coach Meg founder and CEO Wellcoaches Corporation and codirector Institute of Coaching

McLean Hospital Harvard Medical School Whether you re a beginner or an experienced coach this rollicking ride through dozens of the most important theories and perspectives in coaching will be a vital companion With quick and helpful summaries of key ideas and their use and selective bibliographies should you wish to go deeper into a particular area this book will help you support your clients in a targeted and sophisticated way Jennifer Garvey Berger author Changing on the Job Growing the Leaders Our Organizations Need and coeditor Executive Coaching Practices and Perspectives This is a book I have been missing What a pleasure to read and what a stretching of my mind Kim G rtz senior consultant Copenhagen Coaching Center Anyone who is serious about improving the quality of coaching will find The Handbook an invaluable resource that reflects the breadth and richness of the growing evidence based approach to coaching practice David Clutterbuck visiting professor in the coaching and mentoring faculties Oxford Brookes and Sheffield Hallam Universities

The Practitioner's Handbook of Team Coaching David Clutterbuck, Judie Gannon, Sandra Hayes, Ioanna Iordanou, Krister Lowe, Doug MacKie, 2019-04-29 The world s challenges are becoming more and more complex and adapting to those challenges will increasingly come from teams of people innovating together The Practitioner s Handbook of Team Coaching provides a dedicated and systematic guide to some of the most fundamental issues concerning the practice of team coaching It seeks to enhance practice through illustrating and exploring an array of contextual issues and complexities entrenched in it The aim of the volume is to provide a comprehensive overview of the field and furthermore to enhance the understanding and practice of team coaching To do so the editorial team presents synthesizes and integrates relevant theories research and practices that comprise and undergird team coaching This book is therefore an invaluable specialist tool for team coaches of all levels from novice to seasoned practitioners With team coaching assuming an even more prominent place in institutional and organizational contexts nowadays the book is bound to become an indispensable resource for any coaching training course as well as a continuing professional development tool This book is essential reading for anyone with an interest in coaching in both practice and educational settings It will be of use not only for professional coaches but also for leaders managers HR professionals learners and educators in the business public independent and voluntary sectors

Transpersonal Leadership in Action Duncan Enright, John Knights, Danielle Grant, Greg Young, 2022-02-14 How can leaders promote diversity equality and inclusion What does it mean to let go of leadership How do learning feedback and coaching help us become better leaders Following the success of Leading Beyond the Ego this book shows how to apply transpersonal leadership practiced leaders who are radical ethical authentic and act beyond their own interests to create high performing organisations in a wide range of contexts It considers the attributes of transpersonal leaders and how they transform organisations by building strong collaborative relationships and a caring sustainable and performance enhancing environment Shining a light on the way forward for senior leaders and HR and talent professionals the book covers Characteristics of transpersonal leaders such as purpose ethics and adult development Impact

of transpersonal leaders on global organisations during digital transformation and change and through crises Case studies of transpersonal leadership in different contexts including in India and East Asia when leading remotely in HR and politics Transpersonal Leadership in Action is essential reading for senior leaders HR professionals and those responsible for leader and organisational development

Unveiling the Power of Verbal Beauty: An Psychological Sojourn through **Measuring Hidden Dimensions The Art And Science Of Fully Engaging Adults**

In a global inundated with monitors and the cacophony of quick interaction, the profound energy and psychological resonance of verbal beauty frequently fade in to obscurity, eclipsed by the continuous barrage of sound and distractions. However, located within the lyrical pages of **Measuring Hidden Dimensions The Art And Science Of Fully Engaging Adults**, a captivating work of fictional elegance that pulses with natural thoughts, lies an memorable journey waiting to be embarked upon. Penned by a virtuoso wordsmith, that mesmerizing opus courses visitors on an emotional odyssey, lightly revealing the latent potential and profound affect embedded within the complicated web of language. Within the heart-wrenching expanse with this evocative examination, we can embark upon an introspective exploration of the book is main subjects, dissect their charming writing type, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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Measuring Hidden Dimensions The Art And Science Of Fully Engaging Adults Introduction

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