



# Developing High Performance People: The Art Of Coaching

By Barbara Mink, Oscar Mink, Keith Owen

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In today's economy corporations are emphasizing performance improvement over increasing head count. Self-managed work teams, empowerment of employees, and organizational learning all present different challenges for today's manager. How do managers succeed in this environment? A new set of managerial skills is necessary. *Developing High-Performance People* is the only book to address this changing role of the manager. *Developing High-Performance People* should be read by all supervisors and managers; human resources managers; trainers who conduct coaching/counseling courses; and professors in management, human resources, or career counseling—everyone who wants to learn how to build trust and involvement with employees and how to effectively evaluate employee performance. create a high performance environment help workers to deal with barriers to top performance analyze their own level of competency as a coach personalize a performance plan for each employee develop a practical action plan for employee training and development

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**Developing High Performance People: The Art Of Coaching** By Barbara Mink, Oscar Mink, Keith Owen **Bibliography**

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### Editorial Review

#### About the Author

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**Barbara P. Mink** is a founding faculty member of the Human and Organization Program at the Fielding Institute in Santa Barbara, California, and she is president of Somerset Consulting Group, Inc., in Austin, Texas. All three authors are senior consultants in Somerset Consulting Group, Inc., whose clients include Chevron, 3M, IBM, and Telecom-Australia.

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