

Le coaching en entreprise : Phénomène de mode ou réel accompagnement à la performance ?

Zoom sur le coaching



Le coaching est une alliance entre le coach et un/des coaché(s) dans un processus qui suscite chez eux réflexion et créativité afin de maximiser leur potentiel personnel et professionnel.

L'objectif

Permettre au coaché d'imaginer des perspectives inexplorées :
Regarder le problème différemment et
changer de perspective dans la recherche
de solutions et leur mise en œuvre.

30 -
40%

du budget d'entreprise
alloué aux formations est
désormais dédié au
coaching professionnel*.



Les principales raisons

#1 L'évolution des mentalités

Le coaching s'est
décomplexé et
démocratisé. On
n'attend plus que la
situation devienne grave
pour faire appel au
coaching.

#2 Le bien-être au travail

Offrir un coaching à
un collaborateur est
idéal pour qu'il
prenne confiance en lui
et s'épanouisse dans
son poste et ses
fonctions.

#3 La place des soft skills

Les soft skills sont clés
en entreprise,
mais plus difficile à
acquérir de manière
autonome que les
hard skills. La clé : le
coaching !

Les bénéfices

Pour l'entreprise

- #1 Favoriser la progression de
ses collaborateurs.
- #2 Améliorer la marque
employeur en permettant à ses
collaborateurs d'avoir un
temps dédié pour explorer
leurs problématiques.
- #3 Favoriser le bien-être au
travail.

Pour le coaché

- #1 Permettre au coaché
de changer de regard sur
une situation.
- #2 L'accompagner dans des
phases de transition
importantes dans sa carrière.
- #3 L'aider à prendre de la
hauteur sur sa pratique
professionnelle.



86%
des entreprises
disent vouloir
réitérer
l'expérience.



70%
des coachés ont
remarqué une
augmentation de
leur performance
au travail.



80%
des coachés ont
constaté une
amélioration de
leur confiance en
eux.

Infographie réalisée par :

Performanse

Sources : MouvOne

Spécialiste des soft skills et des sciences de l'évaluation depuis 35 ans, Performanse accompagne plus de 1500 clients sur leurs problématiques de recrutement, gestion de carrière et développement des compétences.

Regards Croisés Sur Le Coaching L'actualité De L'entreprise

Camilla Rothe



Regards Croisés Sur Le Coaching L'actualité De L'entreprise:

L'intelligence de la Relation en coaching - 2e éd. François Souweine, 2024-01-24 Depuis plusieurs années la situation économique s'est dégradée les problématiques d'organisation se sont complexifiées et le mal-être des personnes au travail s'est accru. Dans ce contexte le métier de coach est devenu beaucoup plus délicat exercer. Par-delà les outils techniques dont le risque est parfois de formater le coach ou de rassurer le coach la voie privilégiée pour accompagner le processus de créativité et d'autonomie de la personne passe par la qualité de la relation. Cette Intelligence de la Relation conditionne l'engagement et le déploiement des autres compétences du coach mise au service de la personne coach afin qu'elle puisse agir en toute conscience prendre elle-même les décisions qui la concernent et formuler ses propres solutions dans le respect profond de son cadre de référence. C'est ce que ce livre vous invite à couvrir la voie d'une compétence relationnelle spécifique qui forme le fondement et le cœur de ce métier exaltant. Le grand livre du coaching Frank Bournois, Thierry Chavel, Alain

Filleron, 2011-07-07 LE COACHING ENJEUX ET AVENIR D'UNE PROFESSION D'ordinaire le coaching se banalise en France. Tandis que fleurissent les labels de certification les syndicats professionnels et les instituts de formation. Le grand livre du coaching fait le point sur l'accompagnement de la performance individuelle en entreprise sur ce qui réunit et sur ce qui distingue les différentes approches en présence. Derrière la diversité des méthodes des techniques et des pratiques le coaching offre une clef pour refonder le sens en entreprise et repenser le rapport à l'autrui. En général c'est une discipline partiellement rompue pendant de ses fondements de ses promesses et de ses limites. Qu'est-ce que coacher veut dire ? Quelle réalité de la vie de l'entreprise le coaching répond-il ? Que nous disent les coachs de leur pratique et de leur rôle dans la vie économique et sociale ? Reunissant les contributions originales de spécialistes français et étrangers du coaching praticiens prescripteurs managers formateurs chercheurs et universitaires cet ouvrage de référence s'adresse tous les coachs en devenir consultants et professionnels des ressources humaines qui veulent y voir clair dans une profession en plein essor. *Livres hebdo*, 2007

L'expansion management review, 2002 **Livres de France**, 2009-05 *Regards croisés sur le coaching (résumé)* Gilles Forestier, 2002 **Regards croisés sur le coaching** Gilles Forestier, 2002 Le coaching se révèle très utile tous pour gérer des situations précises. **Le coaching en mouvement** SYNTREC- Conseil en évolution professionnelle, 2011-04-06 Au carrefour de l'économie des RH du management et de la sociologie des organisations l'évolution des comportements professionnels ne cesse de s'accroître et donne naissance des attentes nouvelles en matière d'accompagnement. En réunissant une vingtaine de spécialistes tous experts dans le domaine du management et de l'accompagnement professionnel cet ouvrage collectif a pour objectifs de mettre en lumière les grands changements actuels et venir dans les comportements professionnels des cadres montrer l'apport du coaching au regard de ces évolutions la fois collectives et individuelles apporter un éclairage sur cette pratique et ses rouages. Ce livre collectif de référence s'appuie sur des apports théoriques des cas pratiques et des témoignages. Conseils en management Coachs Dirigeants Prescripteurs Managers Professeurs Philosophes

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Table of Contents Regards Croisas Sur Le Coaching Lactualita De Lentreprise

1. Understanding the eBook Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - The Rise of Digital Reading Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Advantages of eBooks Over Traditional Books
2. Identifying Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - User-Friendly Interface

4. Exploring eBook Recommendations from Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Personalized Recommendations
 - Regards Croisas Sur Le Coaching Lactualita De Lentreprise User Reviews and Ratings
 - Regards Croisas Sur Le Coaching Lactualita De Lentreprise and Bestseller Lists
5. Accessing Regards Croisas Sur Le Coaching Lactualita De Lentreprise Free and Paid eBooks
 - Regards Croisas Sur Le Coaching Lactualita De Lentreprise Public Domain eBooks
 - Regards Croisas Sur Le Coaching Lactualita De Lentreprise eBook Subscription Services
 - Regards Croisas Sur Le Coaching Lactualita De Lentreprise Budget-Friendly Options
6. Navigating Regards Croisas Sur Le Coaching Lactualita De Lentreprise eBook Formats
 - ePub, PDF, MOBI, and More
 - Regards Croisas Sur Le Coaching Lactualita De Lentreprise Compatibility with Devices
 - Regards Croisas Sur Le Coaching Lactualita De Lentreprise Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Highlighting and Note-Taking Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Interactive Elements Regards Croisas Sur Le Coaching Lactualita De Lentreprise
8. Staying Engaged with Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Regards Croisas Sur Le Coaching Lactualita De Lentreprise
9. Balancing eBooks and Physical Books Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Regards Croisas Sur Le Coaching Lactualita De Lentreprise
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Setting Reading Goals Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Fact-Checking eBook Content of Regards Croisas Sur Le Coaching Lactualita De Lentreprise
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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