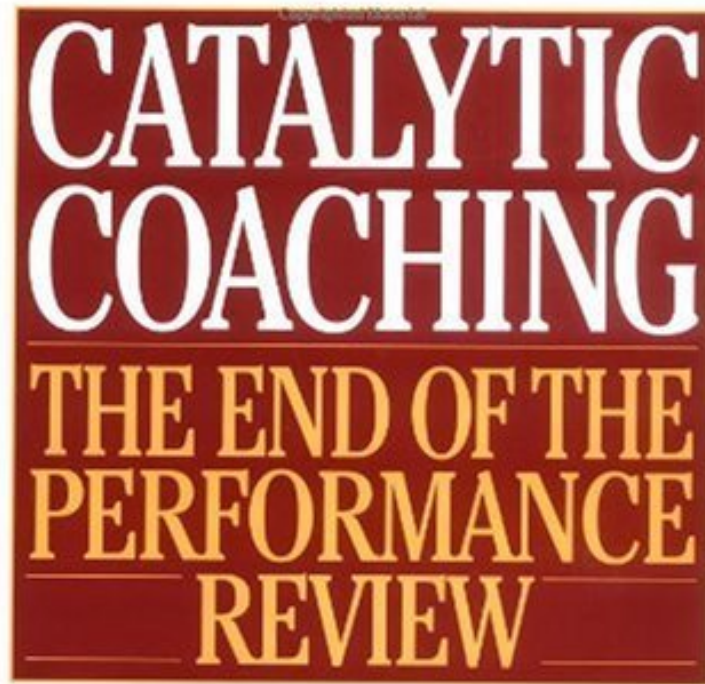


(Ebook pdf) Catalytic Coaching: The End of the Performance Review

## Catalytic Coaching: The End of the Performance Review

*Garold L. Markle*

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**GAROLD L. MARKLE**

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**Garold L. Markle : Catalytic Coaching: The End of the Performance Review** before purchasing it in order to gage whether or not it would be worth my time, and all praised Catalytic Coaching: The End of the Performance Review:

0 of 0 people found the following review helpful. My experience in implementing this methodology in my organizationBy GaryCI heard the talk from Gary at my Vistage group. And now of my 16 members in my group in Orange County, quite a few of us starting implementing it in our company and my HR consultant is helping me to implement it also in our company. Depends on Gary's intention, I would suggested he come up with workbook,

implementation guide, training guide that he can charge a high price for and many of us would buy from him instead of come up on our own and pay others to implement while he can develop the next phase of catalytic coaching and we can hire him as speaker or consultant. The great thing about the concept is, which inspired many people in my group including myself is, it is a very simple yet systematic way to empower our staffs to deliver result that they want to not we push or force them to and we can easily tell through this process we may find out we may have the wrong people in our bus (Good to Great book), so isn't it better to have this build in and find out before they stop delivering result and we wonder why....plus this is also a much more positive and proactive way to do performance review...5 of 6 people found the following review helpful. Blood from a turnip.By Samuel CulbertIf performance reviews worked, managers would look forward to giving them and subordinates would prize their value. But they don't. Why? Because, as Garold Markle points out, they are pretentious in concept and seldom, if ever, are performed in a way that accomplishes anything a rational person would consider worth the effort expended in giving them. This book explains what's wrong with performance reviews and how they are typically conducted and, if you feel compelled to give them, prescribes how they might be best conducted to help employees move ahead in their development.Catalytic Coaching diligently lays out the problems and hazards that need negotiating when giving a performance review. It explains the importance of a manager working within the employee's mind-set and how to intelligently get the employee to take the lead in evolving a personal development agenda that the employee finds personally valid. I found this book a very intelligent read. What's more, I found it clearly written with in-depth examples that vividly illustrate the step-by-step method Markle advocates for making performance reviews the developmental experience everybody would like to see.0 of 0 people found the following review helpful. Every business manager who does performance reviews needs to read thisBy Do42Every business owner or manager needs this book if you do performance reviews and pay increases.

After two decades of hands-on experience with performance management systems in some of the world's most well recognized organizations, Markle has come to propound what he calls a universal law of modern business. People hate performance reviews. Drawing upon his studies of and experience with systems theory and illustrating his points with real-life examples, Markle explains why employees and managers both have come to regard the ubiquitous performance evaluation as industry's poorest performing, most ineffective, and least efficient personnel practice. By digging down to its roots, he helps us understand why attempts to correct the flawed system fail. He provides an innovative way to measure their ineffectiveness and inefficiency and then introduces his catalytic coaching to replace them.Markle shows how his system is superior to others in five key business outcomes: 1) positive behavioral change; 2) motivation to work hard; 3) retention of key contributors; 4) internal promotions and succession; and 5) prevention of and protection from lawsuits. Not only is catalytic coaching more effective, it is also more efficient: it requires far less time and paperwork to implement and maintain. Markle gives his readers all of the forms, instruments and detailed instructions they need to operationalize his system. Business executives, senior HR professionals, and organization development specialists will benefit particularly from his presentation, as will other managers, executives, and supervisors, all of whom must learn to take ownership of their responsibilities to their organizations and themselves.

About the AuthorGAROLD L. MARKLE is a founding principal of Energage Incorporated, a consulting firm based in Marietta, GA./e Gary and his associates help business leaders provide coaching, training, and consulting services that produce superior business results through people. Markle is also a Chairman of The Executive Committee in Atlanta, GA and he lectures frequently as an active member of the Georgia Speakers Association and the National Speakers Association. Markle has served in senior level HR management and executive positions for the four different, globally prominent companies, including three listed among the Fortune 100. His most recent position was Vice President of Human Resources and member of the executive leadership team for an international chemical company.