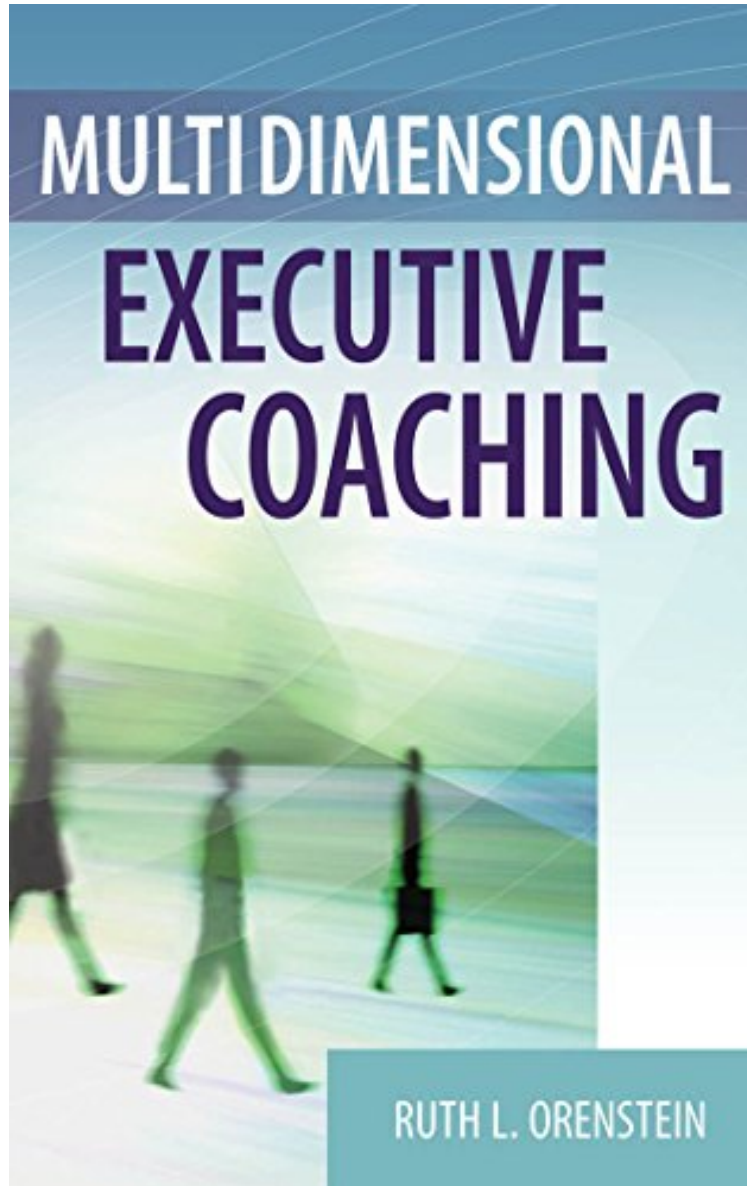


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Multidimensional Executive Coaching

Ruth L. Orenstein PsyD

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Ruth L. Orenstein PsyD : Multidimensional Executive Coaching before purchasing it in order to gage whether or not it would be worth my time, and all praised Multidimensional Executive Coaching:

1 of 1 people found the following review helpful. Outstanding workBy Andrew F. SimonRuth Orenstein has made an important contribution to the practice of organizational consulting in her book, "Multidimensional Executive Coaching." MEC presents a theory-guided approach in which readers are shown clear examples as to how this technique works. Orenstein incorporates a psychodynamic perspective whereby the thoughts and feelings of a coach

are considered "data" to be included in understanding a client. As readers are taken through the steps involved in coaching a client, the author addresses real-world, practical implications. Ultimately, this is a book for practitioners. One need not understand the theoretical underpinnings across varying schools of thought in order to understand and improve upon the coaching process. Orenstein has done the work for us; she is a coach for coaches. -- A. F. Simon, Ph.D., Psy.D. 3 of 3 people found the following review helpful. Excellent! By elf This book does exactly what it purports to do. It provides the framework, from the initial interview through termination, for successful executive coaching. In addition, it provides clear standards for judging that success. The approach is unique in that it is individual--both to the people involved and the corporations within which they work. This approach requires substantial professional knowledge and (perhaps most importantly) intense self knowledge on the part of the coach. It is absolutely refreshing to read a very well written book on this topic which doesn't ignore the fact that real human beings with real strengths and weaknesses are those who need coaching. 1 of 1 people found the following review helpful. Excellent Read By Dr. R. L. Forbes Jr. Dr. Orenstein's work appears to be a relevant and useful contribution to the growing literature in the field of Executive Coaching. It provides a nice balance of concepts and illustrative practice. There were times I became so immersed in the writing that I felt I was right there with her as she described a difficult situation with a coaching client. Dr. Ray Forbes Executive Coach and Professor, Franklin University

According to a recent study, there is a 40% failure rate among executives in the U.S. today. To combat the difficulties inherent in assuming high-level corporate roles companies are using new tools to help executives achieve maximum effectiveness, including the hiring of an executive coach. This unique book, written by a trained psychologist and executive coach with decades of experience as a business executive, offers a step-by-step guide to the practice of executive coaching. Using actual case studies, the author builds a multidimensional approach to coaching; clients are encouraged to look at multiple forces in their lives, including the Individual and the Organization, Unconscious Forces, Multi-Level Forces, and their Use of Self. Examining each force then guides the executive coach in joint goal setting, commitment to a coaching contract, meeting objectives, evaluating outcomes, and concluding the coaching process. Written specifically for graduate students--of applied psychology and related disciplines--who wish to practice executive coaching, this text will enlighten anyone in business who would like to use executive coaching to improve his or her organization.

"This is a wise book in several ways....It describes the work of a wise practitioner who is able to provide exceptionally thoughtful and reliable help to her clients, synthesizing a complex and diverse array of perspectives in the process....This book is particularly valuable today. Coaching addresses an important and growing need as businesses and other organizations face unprecedented pressures....As a field of practice, it has expanded at an extraordinary rate....Wisdom in this realm is all too hard to come by. But here it is, both for those who want to know where to find it, so they can use it, and for those who want to know how to acquire it."--from the foreword by Kenneth Eisold, PhD, Past President, International Society for the Psychoanalytic Study of Organizations From the Back Cover" According to a recent study, there is a 40% failure rate among executives in the U.S. today. To combat the difficulties inherent in assuming high-level corporate roles companies are using new tools to help executives achieve maximum effectiveness, including the hiring of an executive coach. This unique book, written by a trained psychologist and executive coach with decades of experience as a business executive, offers a step-by-step guide to the practice of executive coaching. Using actual case studies, the author builds a multidimensional approach to coaching; clients are encouraged to look at multiple forces in their lives, including the Individual and the Organization, Unconscious Forces, Multi-Level Forces, and their Use of Self. Examining each force then guides the executive coach in joint goal setting, commitment to a coaching contract, meeting objectives, evaluating outcomes, and concluding the coaching process. Written specifically for graduate students--of applied psychology and related disciplines--who wish to practice executive coaching, this text will enlighten anyone in business who would like to use executive coaching to improve his or her organization. "About the Author Ruth Orenstein, PsyD, consults, teaches, researches, and writes in the area of organizational psychology, specializing in executive development at the individual and group level. She is President of Princeton Consulting Resources, Inc. (PCRI), a member of the part time faculties of Rutgers University's Graduate School of Applied and Professional Psychology and the Wharton School's Aresty Institute of Executive Education, and a founding Board Member of the Graduate School Alliance for Executive Coaching. Dr. Orenstein has extensive consulting experience in both corporate and non-profit organizations and has provided executive coaching to hundreds of senior leaders. She has held senior line management positions in several Fortune 500 corporations and, prior to founding PCRI, was a senior vice president at the Chemical Banking Corporation, with full PL responsibility for the retail branch system in central and southern New Jersey. She has taught courses in Management and Organizational Psychology at the graduate and undergraduate levels at the New School for Social Research, Adelphi University, and Rutgers University, where she also created and directed the Organizational Psychology Consulting Group at the Center for Applied Psychology.