

Coaching with Compassion

Strategies for Developing and Energizing Others

April 20, 2011

8:30 am – 4:30 pm

Dyadic relationships with the intent of helping others come in many forms. One of the fastest growing forms is coaching. But, understanding effectiveness in coaching has been elusive. An emerging contrast in coaching is the approach of coaching with compassion versus coaching for compliance. Each approach arouses somewhat different psycho-physiological systems and has an impact on a person's openness. Each affects the likelihood of sustained behavioral change. Coaching with compassion is believed to stimulate better cognitive functioning, increased perceptual openness to ideas, emotions and people, positive emotional states, increased immune health, and reverse some of the damage from chronic stress.

This session will highlight the latest findings and practices on coaching featuring the work of thought leaders in this area from the Weatherhead School of Management's Department of Organizational Behavior. This interactive day of learning will explore Weatherhead's distinctive approach to executive coaching in developing and energizing others. Grounded in the principles of Dr. Boyatzis' theory of intentional change, this approach to coaching leverages the individual's personal aspirations and desires to bring about sustained, desired change.

Discover how coaching with compassion results in positive behavior change for the long term.

Melvin L. Smith, Ph.D. is an Associate Professor in the Department of Organizational Behavior and Faculty Director of Executive Education at the Case Weatherhead School of Management. He received his Ph.D. in Organizational Behavior and Human Resource Management from the University of Pittsburgh's Katz Graduate School of Business. Dr. Smith also holds a B.S. degree in General Management and Accounting from Purdue University and an MBA in Marketing from Clark-Atlanta University.



Dr. Smith's research and teaching focus on leadership and emotional intelligence in the workplace, as well as social exchange relationships, social networks, and the development and use of human and social capital in organizations.

This program will help executives:

- Understand how to coach others for sustainable change
- Appreciate the difference between **coaching with compassion** and **coaching for compliance**
- Learn how coaching with compassion is a source of renewal for the coach, as well as a source of development for the person being coached