

This thesis is dealing with internal coaching programmes in organizations. It bases on the theory of coaching method, coaching models and its forms and it describes the process of coaching dialogues. It also confronts coaching with psychotherapy and talks about the role of a coach and requirements for his expertise in the methodology.

The thesis is describing internal coaching programmes in general and include specific examples from practice. They talk about reasons and advantages of internal coaching compared to the external. A part of this is a model of internal coaching programme for the environment of a law firm. The model is showing the possible connection of internal coaching with the existing in-company processes and the concept of key competencies of an organization.

The thesis is not only following the existing internal coaching models, it is also evaluating them and outlining possible potential of internal coaching programmes in companies.