

Abstract

Diploma thesis *Coaching as a leadership style* discusses new approach of management in corporations. The perspective on ideal way to manage people has been changing from dehumanizing approach of management to more humane perspective, which takes into account the uniqueness of personalities, interpersonal relationships, needs and motivation. These changes are described in the beginning of the thesis. Then, author focuses on a new trend – the use of coaching skills in managing people in organizations. Based on interviews with managers and their direct subordinates, the current situation of implementing coaching as a leadership style in Czech corporations is shown. The necessary conditions, which need to be accomplished for successful implementation, are revealed. The corporate environment must be set up and manager as a role model must be created. Managers need to change themselves, they need to develop their personalities and learn coaching skills. Furthermore, the relationship between managers and their employees must be based on mutual trust and openness. Consequently, coaching as a leadership style has an impact on employees. It develops them, reveals their potential and enables them to learn new things. It supports their autonomy, satisfaction and engagement. It contributes to quality of relationships in a work team and pleasant and trustworthy workplace.