

## **Abstract**

This thesis describes learning and development of employees, defines the method of coaching, describes its necessary components – asking questions, goal setting, reality, options, choice of one possibility, action plan, feedback. This thesis refers to relevant informations from technical bibliography. Thesis shows differences between coaching and other methods: mentoring, therapy and counselling. This work describes several approaches in coaching, for example coaching which comes from sport environment or coaching which is inspired by psychological approaches. Thesis allso describes two approaches, compares its consistent parts and utilization in the area of companies. Last chapter speaks about using coaching as method of development and approach to leading employees in the area of companies.

Key words: coaching, development of employees