

Abstract

This thesis submitted focuses on coaching as a style of leading people. The thesis analyzes the fundamental principles and tools of professional coaching which are subsequently interpreted from the perspective of their possible use in managerial practice with all benefits and potential difficulties. Due to its specificity, I deal with the role of the manager-coach as well. Given the focus of the thesis, I first dealt with the definition of coaching as such without any detailed specification, and with its possible use. I used the gained information for defining the managerial coaching in the context of leading people. In the second chapter I concentrated on coach and manager-coach as a person, their characteristics and competence which are necessary for coaching. In the third and fourth chapter I mainly dealt with coaching tools and their use in managerial practice. Finally, the thesis compares the results of an international research with the author's questionnaire survey, from the viewpoint of the use of coaching in organizations in the Czech Republic and world scale.

Key words: coaching, leading people, managerial coaching, self-development, coaching techniques, potential.