

Abstract

Theory of coaching, main theme of the thesis is nowadays a very important area in Sociology of management. This method of employee development and approach in management of organisations is described theoretically and differentiated from other methods of personal growth. When assessing management of organisations based on coaching the author expects that this approach will be used by the companies that build their culture on Freedom at work. Concept of Freedom at work as an unexplored trend in the Sociology of management is depicted theoretically and practically. Methodological part of the thesis describes qualitative and quantitative pilot research that the author conducted in Czech organisations that claim to use Freedom at work. Main goal of the research was comparison of theory Freedom at work and its praxis and evaluation of actual application of coaching approach in management. At the end of the thesis author depicts the most important milestones in the theory of leadership that influenced the origins of Freedom at work and coaching.

Keywords

Coaching, Freedom at work, Leadership style, Employee development