

Abstract

This diploma thesis deals with the topic of coaching in organizations, respectively the topic of barriers to coaching in organizations that prevent its effectiveness. Firstly, the attention is paid to the definition of coaching, its basic principles, forms and specifics to other developmental methods. Further described is the use of coaching in organizations, the reasons for its implementation, its benefits and most of all the barriers that may occur. Text is based on the specialized literature and the data from qualitative research. The focus is on the perspectives of the parties that participate in the coaching process – guarantors of coaching, coaches and coachees and how these actors perceive the potential barriers to coaching, not only during the coaching process, but even before its initiation and after its completion.

Keywords: *coaching, barriers to effectiveness, employee`s development, coaching process, coach, coachee*