

ABSTRACT

This diploma thesis deals with identification and description of factors which influence internal coaching in organizations. Based on summarized findings from literature, research papers and articles there are described goals, principles and models of coaching, profile of the coach and contributions to a coachee. Subsequently, coaching is put into the organizational context and presented as one of the development method. Emphasis is put on the internal coaching and its process and on internal coaches. The diploma thesis entails an empirical research based on which are presented key factors that influence internal coaching in organizations from the perspective of guarantors of coaching, internal coaches and coachees.

Key words: coaching, internal coaching, employee`s development, coaching process, coach, coachee