

# Literature reviews article review

[Business](#), [Management](#)



## **Definition of the problem**

In today's world of cutthroat competition it is very important to impart coaching and training to the executives in order to facilitate the overall process of learning in organization. This article emphasizes on the importance of coaching for effective learning culture in organization. The main problem is that organizations are not able to gauge which approach should be used to conduct coaching conferences for executive and lack any evidential proof of how these coaching sessions can enhance professional and organizational development. Now organizations are spending a big amount of budget on executive training to promote an ongoing learning and adapting culture in the organization. Therefore it is very important to remove obstacles in making decisions about the coaching approaches. The theme of this article is to strategically imply the process of educating executives, the role and perception of HRPs on coaching and how the effective training can help in leadership improvement by measuring ROI.

## **Summary of previous investigations**

Studies have shown that previously there was no concept of coaching and its vital role in professional progress. Researches were carried out to estimate the prevalence of coaching concept among HRPs and ironically it was found to be very low. In the year 2010 finally the HRPs have become able to correlate the organization progress with an integrated coaching and training sessions for the top executive . The leaders and the managers in the top brass govern the ideology and design of the organization so efforts are now been made to capitalize on the benefits of coaching and the tactical

leadership. It is very important to infuse the values of collective knowledge and learning practice so as to change with the upcoming trends and technology . Organizations are now fully aware of the significant value of coaching and its reciprocal relation with the performance so now researches are under way to device proper coaching methods.

## **Identification**

The article focuses majorly on the individual and specialized training of the executive and has concluded it as a way to flourish a winning culture. But one point that needs to be addressed is that, mentoring and training is not only required by the top managers but also the people working in the middle and line management segment. It is very important to provide training to enhance self responsiveness, crisis management, contingency planning and in depth knowledge and aptitude to adopt latest approaches among all the key managers and employees.

The article focuses on a research performed to record the responses of HRPs from both public and private sectors serving in international and national organizations. The results of the research are very relevant to the topic of the article and four major findings have been concluded; The coaching should be deployed in a strategic manner and very systematic methods should be used to ensure a significant change, Secondly the design and configuration of learning sessions should be carefully tailored to be in line with the purposes and motives of training , Thirdly the OD impact on the instruction methodology, Finally the proactive participation of HRPs has been

identified as very important in implementing change policies and learning and strategies in an organization.

## **Recommendation**

The nutshell of this article is that coaching, training and regular mentoring serve best when embedded in the organization model of performance . Effectiveness of such sessions is more visible when HRPs actively review and adopt new techniques to influence and mature organization culture. Open communication and reciprocated sharing of knowledge with centralized procurement mechanism for assurance of quality can only be achieved through integrated training conferences. I personally recommend such sessions of professional and individual grooming that will enhance the decision making capability in leaders and should be completed associated with the set goals. Leaders should possess the caliber to encourage ongoing campaigns of training and Side by side HRPs should evaluate the outcomes of such session in order to validate and explore ways to grab new information (Alison, pp67-79). Therefore to meet the demands of the stakeholders and to maintain market leader label organization are striving hard to get hold of the most proficient ways to train and equip leaders with latest concepts and information.

## **References**

Alison Walker-Fraser." An HR perspective on executive coaching for organizational learning". International Journal of Evidence Based Coaching and Mentoring (2011), vol. 9, No. 2, pp67-79. PDF file.