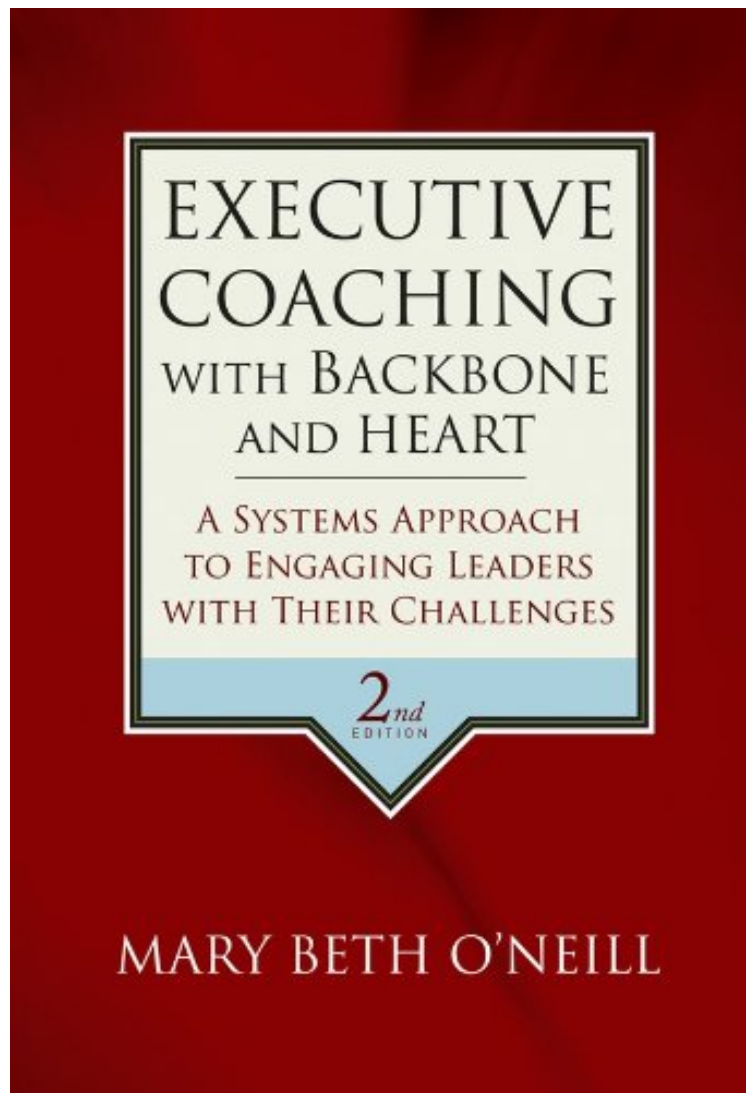


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Executive Coaching with Backbone and Heart: A Systems Approach to Engaging Leaders with Their Challenges

Mary Beth A. O'Neill

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Praise for Executive Coaching with Backbone and Heart "In this book, O'Neill brings form and structure to the art of executive coaching. Novices are provided a path while seasoned practitioners will find affirmation."mdash;Daryl R. Conner, CEO and president, ODR-USA, Inc. "Mary Beth O'Neill's executive coaching gave me the tools and clarity to become a far more effective leader and change agent. The bottom line was that we succeeded with a monumental organizational turnaround that had seemed impossible to accomplish."mdash;Eric Stevens, former CEO, Courage Center "O'Neill writes in a way that allows you to see this experienced coach in action. What a wonderful way to learn!"mdash;Geoff Bellman, consultant and author, The Consultant's Calling "Mary Beth brings a keen business focus to coaching by not just contributing insights but through helping me and my team gain the insights that we need to solve our own problems. She has the ability to see through the sometimes chaotic dialogue and personalities in order to help a team focus on the real issues and dynamics that can impede organizations from achieving their goals."mdash;John C. Nicol, general manager, MSN Media Network "Effective leaders require courage, compassion, and initiative. O'Neill's systems-based coaching serves as a guide for both coaches and executives to better enable good decisions and good decision-makers."mdash;Paul D. Purcell, president, Beacon Development Group "With Mary Beth O'Neill's coaching, I've become the kind of leader who balances both the needs to get results and to develop great working relationships. Since I started working with her, I've won accolades as the Top Innovator for my company, and as Professional of the Year for my industry. More important, I've been able to scope my job in a way that allows me to learn and contribute at the same time, all the while delivering great results to the bottom line."mdash;Lynann Bradbury, vice president, Waggener Edstrom