



Coaching in der Personalentwicklung (German Edition)

Alwine Roller

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Studienarbeit aus dem Jahr 2006 im Fachbereich Pädagogik - Berufserziehung, Berufsbildung, Weiterbildung, Note: 1,0, Technische Universität Dortmund, Sprache: Deutsch, Abstract: Coaching ist ein sehr beliebter Begriff in unserer Zeit, mit dem jedoch oft sehr unterschiedliche Inhalte assoziiert werden. So wird der Begriff sowohl in der Sportwelt, als auch in der Wirtschaft und mittlerweile sogar im Bereich des Lifestyles verwendet.

Im Folgenden geht es um das Coaching in der Personalentwicklung. Doch auch hier wird Coaching in unterschiedlichen Zusammenhängen verwendet, so zum Beispiel für einfache Trainings unterschiedlicher Fähigkeiten über einen eher förderungsorientierten Ansatz bis hin zu einer umfassenden therapeutischen Beratung bei betrieblichen und privaten Problemsituationen. Coaching wird vor allem in Zeiten rascher Veränderungen als innovatives und wirksames Personalentwicklungs-Instrument bezeichnet, mit dem die Veränderungsfähigkeit und –bereitschaft gesteigert werden kann (vgl. Beckhausen/Thommen 2003, S. 20f.). Die folgende Arbeit befasst sich mit der Frage, was an der Methode Coaching innovativ ist und warum sie für die Personalentwicklung unabdingbar sein soll.

Dabei soll im ersten Schritt auf die Grundlagen des Coachings eingegangen werden, indem zunächst eine Eingrenzung des Begriffs und eine Abgrenzung zu anderen Beratungsformen vorgenommen wird.

Im weiteren Verlauf sollen die ökonomisch-gesellschaftlichen Entwicklungstendenzen aufgezeigt werden, die u.a. den Weg für die Coaching-Methode geebnet haben. In diesem Zusammenhang soll zudem geklärt werden, was das Coaching für Organisation und Mensch leisten kann. Abschließend sollen die Rahmenbedingungen und Voraussetzungen des Coachings in der Personalentwicklung erörtert und auf mögliche Probleme hingewiesen werden.

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