

**Douglas Riddle, PhD**

Keynote, 12. Juni 2018

Transformative Conversations: The Democratization of Coaching

Coaching as a profession has been marketed so effectively that the image of the solitary coach with the individual coachee dominates the popular imagination. A sorry consequence is that the imperative for transformative conversations to take place every day in every corner of the organization has been neglected. Conversations that empower the imagination, the intelligence, and the initiative of the participants are critical for developing the organizational brain and solving the complex and ambiguous challenges of the interconnected world. We will always need professional coaches, but the democratization of coaching mindsets, skills, and cultures must be moved to the front of our gestalt. Doug Riddle will spell out some of the lessons learned in equipping organizations and their people to have the conversations that matter.

Bio

For a dozen years Doug led the coaching practice at the Center for Creative Leadership with a global team ensuring the best professional coaching and coaching education available to clients worldwide. Working in over 30 countries with more than 600 professionals devoted to advancing coaching knowledge and practice, CCL has emerged as one of the top providers of comprehensive coaching solutions for integrated leadership development. Doug is the lead editor on the widely praised CCL Handbook of Coaching in Organizations (2015) and multiple articles, conference presentations, and keynotes devoted to improving the quality of leadership. Doug holds doctorates in psychology and theology, is a licensed psychologist and Fellow of the American Psychological Association. He has spoken, led programs, and trained professionals in over 20 countries on 5 continents. His writing and speaking have challenged tens of thousands of leaders to think more deeply and broadly about the kind of organizational environments they are creating. His practice is focused on work with senior executive teams and boards with particular expertise in healthcare leadership development. In 2016 Doug was elected a Senior Fellow of CCL.

Ausgewählte Literatur

Riddle, D. (2017). Truth and courage: Implementing a coaching culture. Center for Creative Leadership.

Riddle, D. & Hoole, E. (2015) "The intricacies of creating a coaching culture," Talent Management.

Riddle, D., Hoole, E., & Gullette, E. (eds). (2015). CCL Handbook of Coaching in Organizations, Jossey-Bass.