



# Stealth Coaching: Everyday Conversations for Extraordinary Results

*Rob Kramer*

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In this age of diverse, innovative, and knowledge-based workers, contemporary tools are needed to retain current talent and develop future leaders. Coaching has emerged as a primary instrument for this need. The challenge lies in how it is applied. Oftentimes traditional formalized coaching, used during performance reviews or as a means to give corrective feedback, is met with resistance by the very people it is intended to help.

When released from its conventional use, however, coaching becomes an easily accessible tool to catalyze individual and organizational performance. The framework outlined in *Stealth Coaching* provides an informal, everyday process to use in daily conversations where real work occurs: between meetings, when people drop by the office, during lunch, or in the hallway. Being stealthful transforms coaching into an effective method to use routinely with staff, peers, and even superiors. Leaders cannot afford not to add this important tool to their toolbox.

"The remarkable thing about *Stealth Coaching* is that it can be used by anyone, regardless of position in an organization, coaching up or down the administrative ladder. I wish I had had this book when I could have really used it."

James Moeser ~ Chancellor Emeritus

The University of North Carolina at Chapel Hill

"*Stealth Coaching* takes a specialized skillset and makes it accessible. Kramer offers a pragmatic mindset and a simple toolkit founded on solid research that can lead to greater employee development, engagement, and commitment."

Doug Silsbee

Author, *Presence-Based Coaching*

"These coaching methods have helped me better develop my staff by being an active listener and helping them cultivate their own solutions versus me trying to solve them myself."

Chris Essid

Member of the U.S. President's Senior Executive Service

"Developing effective leaders requires the ability to coach and be coached. *Stealth Coaching* will be a valuable tool to empower our university to develop coaching skills for both faculty and staff."

Janet Lowe ~ Director, Employee Learning and Development

University of Colorado

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