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'This book by Vincent Lenhardt really made me think. It helped me grow.' – **Bruno Rousset**, *President and Founder of April Group, an insurance company. Bruno Rousset was awarded the 'Great Prize of the Best French Entrepreneur in France for 2003', by the French magazine 'L'Entreprise'*

How do you assist individuals and teams to build a shared vision?

How can you encourage an individual to combine the best qualities with the meaning of actions?

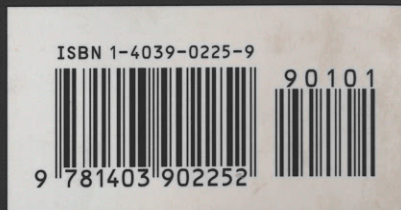
How is it possible to transform groups into communities that are successful through their solidarity?

Solving these problems involves acquiring tools and learning about their use, but also means creating a culture that relates to and allows for themes such as complexity, change and autonomy. It is a book about taking action but one that appeals at different levels, stimulating thought and reflection.

For a manager, coaching is the practice and philosophy of relationships with colleagues. It is learning to enhance one's role within the hierarchy, becoming a trainer who supports a champion and within a group, embarking on team building to consolidate its cohesion and dynamism. Being a manager who is a 'carrier of meaning' implies being able to answer the question 'for what?'. It is putting oneself in the position that relates to the ultimate of aims. Meaning refers to the objectives, the values and the culture. It unites individual and collective dynamics through a shared vision.

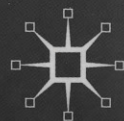
Apart from the operational tools presented in this book, Vincent Lenhardt conveys his wealth of experience as a consultant to management teams and coach to senior management.

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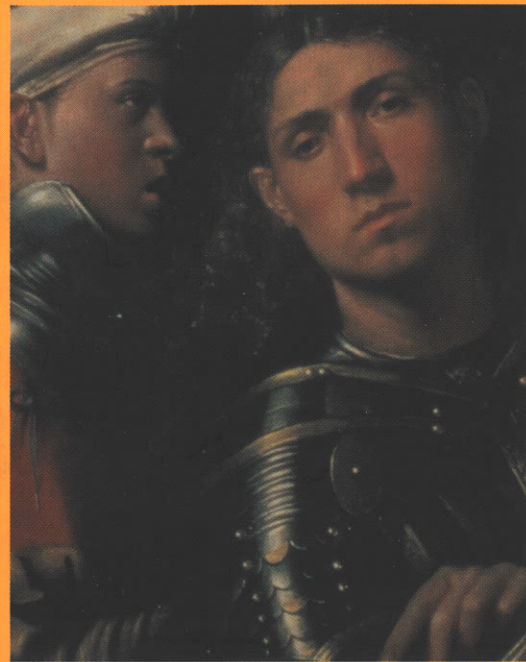


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Coaching for Meaning  
the culture and practice of coaching and team building

Vincent  
Lenhardt



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Lenhardt

# Coaching for Meaning

the culture  
and practice  
of coaching  
and team  
building





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