## Coaching Women to Lead

Averil Leimon, François Moscovici and Helen Goodier



## Contents

	List of figures and tables Preface	ix xi
1	Why women? The need to differentiate in coaching	1
2	Why bother with women leaders? The business case for coaching	8
3	What are the critical stages of a woman's career and their coaching requirements?	24
4	What do women want? Reporting the results of our research	40
5	In search of role models – conversations with exemplary women	57
6	Coaching women to lead – a systematic approach to coaching women for success	109
7	What makes a strong leader? A model for women's leadership development	152
8	How to develop a woman-friendly organisation	164
9	What is the global picture? Lessons from coaching women to lead around the world	180

## viii CONTENTS

10	Conclusions	200
	Appendix 1	205
	Appendix 2	214
	Bibliography	219
	Index	225