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A couple of years later my book entitled Transformational Mentoring: Creating Developmental Alliances for Changing Organizational Cultures was published (Hay 1995). In that I defined a developmental alliance as a relationship between equals in which one or more of those involved is enabled to increase awareness, identify alternatives and initiate action to develop themselves.

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Hay, Julie (1995a) Transformational Mentoring: Creating Developmental Alliances for Changing Organizational Cultures Maidenhead: McGraw-Hill, republished Watford: Sherwood 1999 Hay, Julie (1995b) Donkey Bridges for Developmental Transactional Analysis Watford: Sherwood

### **Julie's Ideas Blog 20: Developmental Alliances Part 2**

Transformational Mentoring: Creating Developmental Alliances for Changing Organizational Cultures: Amazon.es: Julie Hay: Libros en idiomas extranjeros

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transformational mentoring Creating Developmental Alliances for Changing Organisational Cultures As organizational structures change so individual development methods must adapt to suit new business cultures. Julie Hay's book Transformational Mentoring introduces a totally new approach to an important way of developing employees.

### **Coaching & Mentoring - Sherwood Publishing**

Coaching & Mentoring Active in this area for over 20 years, including researching it when writing Transformational Mentoring - Creating Developmental Alliances for Organisational Cultures. This was published in 1995 by McGraw-Hill (and republished by Sherwood in 1999). Much of what was written then is now also commonly referred to as coaching.

### **Coaching and Mentoring - Julie Hay**

The Alliance Process - building developmental alliances; the stages of transformational mentoring; management, peer and professional mentoring; mutual support and mutual challenge; empowerment and untapped resources; individual and team mentoring; contracting and boundary

setting; collusion or challenge; working effectively with the psychological level of interaction

### **Coaching & Mentoring - Psychological Intelligence Ltd**

the aim of a developmental mentoring alliance should be to foster self-reliance, a parting of ways should not be complicated by a dependence of the mentee on the mentor. A natural conclusion to the relationship may slowly evolve as the mentee has advanced sufficiently towards their goals that the need for the mentor is less (Kram, 1983).

### **ow to**

One of the proven methods of leadership development is mentoring. A mentoring relationship offers a more holistic approach to learning and creates an environment conducive to receiving the ...

### **(PDF) Mentoring and Transformational Leadership: The Role ...**

(1996) Getting the Best out of Development Centres Cabinet Office  
(1997) Action Mentoring Watford:  
Sherwood (1997) The Gower Assessment and Development Centre (a package of simulations, programmes, documentation for running centres)  
Aldershot: Gower (1999) translated into Dutch as Materiaal voor Assessment & Development Centers TFC