



**Middle managers coaching employees in Greece:
Are they committed or coerced?**

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Abstract

The purpose of this research is to assess the level of commitment of middle managers on coaching their employees, after being trained by an external certified coaching program. Furthermore, it is important to understand the reasons that facilitate or prevent middle managers from applying their coaching skills and to collect their reported suggestions for improvement. For this reason the thesis has examined the case of an organization's middle line managers. The organization is Piraeus Port Authority SA, a leading company in Greek ports. The sample is made out of 9 middle line managers who took part on in-depth interviews. The outcome of the research indicates that they have a high level of commitment and they are willing to participate on the coaching process. Overall, the working climate is positive for the coaching process and it gives value on the company.

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