

ABSTRACT

The coaching is currently and dynamically developing access and newly emerging qualifications, and it is especially in the field of management and professional leadership of staff in the field of management. It is usable as the method of the support of professional growth and develop of staff in the various type of the contexts. The coaching is widely used in today's time, not only in personal life, but in professional life too. The coaching style is very often applied to the nursing practice in abroad, however in Czech nursing it's completely new problem.

In theoretic part of my thesis it's aimed for the basic characteristic of the coaching and its principles. I pursue the problematic of the coaching and its possibilities of application, especially in field of conversional process at the graduates at the department of the intensive care. For chosen qualitative research it was selected the method of collecting data with no standard polostructured interview. The tested part has in total 6 persons. The aimed researched group were nurses, leaders, work at various departments of the intensive care. They are active in adaptation process. The aimed information were analysed and separated to each codes which they were carefully separate to the categories.

The quality and possibilities to obtain information about the coaching access from the view of informants is not adequate, especially in by area of pregraduated education, and also absence of courses coaching for nursing care. And over insufficient knowledge in the possibilities of the uses coaching access in nursing practice, they have large interest to change of the old educational methods and attitude to graduates. Informants expect from the coaching the support in the mentoring the difficult adaptive graduates. The coaching would have to replace directive of the ways of the leading for the individual access leaders and subsequently help to graduates to be more active and more self-contained at the implementation nursing care.

The data found should be the platform for the innovation and implementation through the coaching to the practice of nurses for the right department of the intensive care.

keywords: coaching, intensive care, nurse, human resources management, professional development, adaptation process, quality research