

To: info@peer.ca
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Subject: Coaching News and Events (February 26, 2008)
Cc:
Bcc: Coaches01, Coaches02, Coaches03

COACHING NEWS

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The Coaching News is a publication of Peer Resources (<http://www.peer.ca>), and is distributed at no cost to subscribers every 45-60 days. Back issues of The Coaching News are available at (<http://www.peer.ca/thecoachingnews.html>). All articles are written by Rey Carr unless otherwise indicated. Anyone who would like to contribute an article or information for an upcoming issue of the newsletter can contact Rey Carr at rcarr@peer.ca

Peer Resources is a non-profit, member-supported organization dedicated to identifying coaching information from around the world and turning it into knowledge, support, resources of value to coaches, the coaching industry, and the general public.

TOPICS:

- Being a Giraffe Instead of a Bystander
- Attend Any of 80 Coaching In-Person Conferences or Events
- Champions for Coaching
- Employment Opening with Noble Manhattan Coaching
- Nine Studies and Resources to Guide Coaching Practice
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BEING A GIRAFFE INSTEAD OF A BYSTANDER

Rey A. Carr

Exercise has become an integral part of my routine, and I don't normally consider it an opportunity for learning something that applies to my professional interests. However, the other day I observed something during my workout that startled me and resulted in reflections on its meaning for our work as coaches, mentors, and peer leaders.

I was just a few minutes from reaching my cardiovascular target goals for the day on the treadmill at the local recreation centre, when I both felt and heard a thump on the treadmill next to me.

I looked over and saw that the older woman who had been walking on the treadmill next to me was now laying on the ground in a crumpled position. I immediately pushed my emergency stop button, unhooked myself, and knelt down next to her.

She was struggling to get up. I put my hand lightly on her shoulder, and said, "Hi, I'm Rey. Just sit here for a minute and rest." As I was saying that, two of the fitness centre trainers appeared and quickly took charge of the situation. She was conscious and unhurt with no apparent bruises or

scrapes, and she said she was okay.

The trainers helped her up and escorted her to their office to complete an "incident report." I suggested to one of the trainers that he also bring her some water to drink while in the office.

What startled me about this event was what appeared to be the lack of response on the part of the other people who were using the exercise equipment that surrounded the fallen woman's treadmill.

While I was kneeling next to her, I felt a heightened awareness of the surroundings. My senses went into full alert mode. I could see that the people using the machines in the immediate area continued to pedal, run, walk, or climb. Mostly they avoided eye contact and seemed absorbed by what they were listening to on their earphones. At best maybe they felt a sense of relief that someone else had taken charge of the situation, and that there were enough people already providing needed assistance.

On the other hand, maybe, like me, they were so focused on achieving their workout goal, that stopping was not in their plan. Maybe one of the things they enjoy about being at the centre was being left alone and maintaining a kind of anonymity. Maybe working out is an opportunity to disengage or experience detachment from daily demands. Maybe they didn't hear an inner voice in their unconscious mind, like I did, that whispered about a higher order goal of compassion that needed action.

There must be many times when we are working on achieving our goals that we become so consumed by the accomplishment we lose contact with a sense of higher order purpose, meaning or spirit. No wonder many people still feel unfulfilled when they have achieved what appear to be worthy life or business goals.

As peer assistants, coaches, and mentors, we must be aware of going beyond typical goal-setting methods and ensure that we can help the people we work with place their goals in the context of higher order life directions.

My second reflection about this event had to do with the sense of hyper-vigilance I felt while I was assisting my treadmill buddy. I was somewhat puzzled about this until I got home and described the situation to my spouse.

She reminded me that my experience was quite similar to what we observed when we stayed at the [Animal Kingdom Lodge](#) during our family reunion at Disneyworld last year. At first I thought she was referring to everyone saying to everyone else, "Have a magical day."

"No, Rey," my spouse said patiently, "it has to do with the behaviour of the giraffes that we could see everyday from our hotel room balcony. Remember how giraffes would pair up when they would go to the water pond for a drink? A giraffe was always accompanied by another giraffe that stood guard while the first one took a drink."

When a giraffe attempts to take a drink, it must splay out all four legs to significantly reduce its height in order to bend its long neck down to the water. Consequently, it is totally helpless and cannot move, and becomes exceptionally vulnerable to predators. The accompanying giraffe stands tall and swivels its large head and eyes in all directions to scan the landscape for potential danger.

The treadmill situation and the giraffe example combined to remind me of the first time in 1982 I was researching whether peer coaching would be something high school students would want to do or be capable of learning.

Along with my colleagues, Greg Saunders and David DeRosenroll, we identified hundreds of students who said that they wanted to be able to help their friends, but they didn't know what to do. They often felt helpless when it came time to provide support, and they translated this helplessness into

either inaction or trouble. They wanted to be "giraffes" for their friends, but they didn't know how to go about it.

For the most part, although they found it very worthwhile when someone did it for them, the adolescents didn't attempt to just "be" with another person when that person needed help. They typically thought that they had to "do" something (such as wear similar clothes, use the same slang expressions, engage in similar behaviours). Their belief was that "telling" was a form of "doing," but that "listening" wasn't. Consequently, if there was nothing to tell or they didn't know what to say, they wouldn't "do" anything, including just "being" with the other person. Helping young people alter this belief through experiential training, and building on their inner desire to help each other, became the foundation of our highly successful peer coaching initiative.

While as peer assistants, mentors and coaches we can be the "giraffes" for those people we engage with, we also need to help our peers, clients and "partners" (our term for those we mentor), to ensure that they can identify and cultivate giraffes within their own social network as well as become giraffes for others.

One of my mentors, the late [Vance Peavy](#), use to say that the main reason most people seek help from a professional was not because they have a "problem" that has become insurmountable, but because the social supports (the "giraffes") in their social milieu are no longer accessible or willing to provide the needed assistance.

There are a number of reasons why bystanders fail to provide assistance in public situations. The most prevalent theory is that the social situation, particularly the number of people present, is the key determinant as to whether an individual will intervene.

As coaches, mentors, and peer assistants maybe we've already taken steps to educate ourselves as bystanders. Maybe we are already on the path of acknowledging our fears, increasing our sense of presence, and improving our confidence to take action.

Here are some actions that will provide an anti-bystander perspective: Make sure we each have a giraffe in our lives. Act as a giraffe for others. Help others become a giraffe, as well as develop a connection with a giraffe in their own life. Practicing this type of compassionate presence in peer assistance, coaching and mentoring is one of the features of our work that marks a unique place for us in the continuum of helping interventions.

References

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March 6-8, 2008
Bellevue, Washington
www.franfisher-coach.com
Tel: (425) 401-1374
fran@franfisher-coach.com

College of Executive Coaching Intensive Coach Training Program

March 6-12, 2008
Santa Barbara, California
www.collegeofexecutivecoaching.com
Tel: (888) 764-8844 or (805) 474-4124

The Leader Coach

March 6-7, 2008
161 North Clark Street, Chicago, Illinois
www.paamentoring.com
(800) 648-0543 or (312) 648-0849
info@perrone-ambrose.com

Introduction to Life Coaching with Noble Manhattan (No Cost)

March 11, 2008
Novotel, Manchester, UK
www.introductiontocoaching.com

Association for Coaching International Conference

March 13-14, 2008
Victoria Plaza Hotel, London, England
www.acconference.com
Tel: 0870 874 6600
sheree@associationforcoaching.com

Life Launch & The Coaching Seminar

March 13-16, & 17, 2008
The Hudson Institute, 350 South Hope Avenue, Santa Barbara, California
www.hudsoninstitute.com/pages/lifelaunch.asp
Tel: (800) 582-4401
info@hudsoninstitute.com

Body-Centered Coaching Workshop with Marlina Field, Professional Certified Coach

March 14-16, 2008
LaMaquette Restaurant, 111 King Street East, Toronto, Ontario
ICF provides CCEUs for this workshop (14.75 hours ICF Core Competencies plus 0.75 hours Personal Development of the Coach)
bodymindspiritcoaching.com
(250) 851-0145
marlena@bodymindspirit.com

European Mentoring & Coaching Council Conference

March 25-28, 2008
Ashridge Business School, Berkhamsted, Hertfordshire, United Kingdom
www.emccouncil.org
Tel: +44 1992 550246
enquiries@emccouncil.org

9th Annual Advanced Coach Seminar

April 3-5, 2008

The Hudson Institute, 350 South Hope Avenue, Santa Barbara, California
www.hudsoninstitute.com/pages/ACS_Current.asp
Tel: (800) 582-4401
info@hudsoninstitute.com

A Conversation Among Masters

April 6-9, 2008
Grove Park Inn Resort, Asheville, North Carolina
www.conversationamongmasters.com/schedule.html
info@conversationamongmasters.com

The Inner Game of Coaching Conference

April 7-9, 2008
Westlake Village Inn, 31943 Agoura Road, Westlake Village, California
www.theinnergameconference.com
Tel: (310) 701-2622
sbrawl@aol.com

College of Executive Coaching Intensive Coach Training Program

April 7-13, 2008
Santa Barbara, California
www.collegeofexecutivecoaching.com
Tel: (888) 764-8844 or (805) 474-4124

International Consortium for Coaching Organizations Symposium

April 17-19, 2008
Toronto, Ontario
www.coachingconsortium.org
info@coachingconsortium.org

The Art of Mindful Coaching with Doug Silsbee

April 28-30, 2008
Bend of Ivy Lodge (Retreat) near Asheville, North Carolina
The fee for the retreat is \$975.00 for early birds and includes lodging, gourmet meals, tuition, materials, a book, and one-on-one follow-up coaching from Doug.
www.dougsilsbee.com/training/retreats
(828) 254-2021
ds@dougsilsbee.com

Coaching the Team Masterclass with Professor David Clutterbuck

April 30-May 1, 2008
Burnham Bucks, UK
www.clutterbuckassociates.com/content/Company/Newsresearch/Latestnews/article_38_98.aspx
+44 (0) 1628 661667
10 percent discount for PRN Members

College of Executive Coaching Intensive Coach Training Program

May 2-7, 2008
Chicago, Illinois
www.collegeofexecutivecoaching.com
Tel: (888) 764-8844 or (805) 474-4124

Coaching and Mentoring with Cy Charney

May 12-13, 2008
800 Robson Street, University of British Columbia, Vancouver, British Columbia
www.sauder.ubc.ca

(604) 822-8400 or (800) 618-3932
exec.ed@sauder.ubc.ca

Growing Mentoring and Coaching in Scotland

May 22, 2008
University of Strathclyde's Centre for Executive Education, Glasgow, Scotland
karen.forester@slfscotland.com

Oxford School of Coaching and Mentoring Annual Practical Perspectives Conference

June 12, 2008
Oxford Hotel, Oxford, England
www.oscm.co.uk
01869 338 989
mark@oscm.co.uk

Dream Coach Certification Training

June 16-22, 2008
Baltimore, Maryland
dreamcoach.com
(800) 869-9881
info@dreamcoach.com

ICF European Coaching Conference

June 26-28, 2008
5, chemin du Canal, 1260 Nyon, Switzerland
Call for papers: www.ecc2008.ch/Call_for_Papers.htm
Tel: +41 21 964 20 13
jean-stephane.szijarto@ecc2008.ch

Global Convention on Coaching

July 7-11, 2008
Dublin, Ireland
www.coachingconvention.org/

The Art of Mindful Coaching with Doug Silsbee

September 29-October 1, 2008
Bend of Ivy Lodge (Retreat) near Asheville, North Carolina
The fee for the retreat is \$975.00 for early birds and includes lodging, gourmet meals, tuition, materials, a book, and one-on-one follow-up coaching from Doug.
www.dougsilsbee.com/training/retreats
(828) 254-2021
ds@dougsilsbee.com

Advanced Retreat: Presence-Based Coaching with Doug Silsbee (Art of Mindful Coaching

Graduates Only see September 29 above)
October 27-29, 2008
Bend of Ivy Lodge (Retreat) near Asheville, North Carolina
The fee for the retreat is \$975.00 for early birds and includes lodging, gourmet meals, tuition, materials, a book, and one-on-one follow-up coaching from Doug.
www.dougsilsbee.com/training/retreats
(828) 254-2021
ds@dougsilsbee.com

ICF International Conference

November 12-15, 2008
Palais des congrès de Montreal, Montreal, Quebec

Peer Resources Network members were able to have their names placed in a draw to win a free copy of Marlena's book and CD-set, "Body Centered Coaching," where she explains the techniques, and includes 215 minutes of live body-centered coaching demonstrations. The book and the CD normally sell for US\$69.95 plus shipping. Email Marlena at marlena@bodymindspiritcoaching.com

Lindenwood University now provides a coach training workshop, developed by Peer Resources Network members **Patt Hollinger Pickett**, M.Ed., Ph.D. and **Darrel Hollinger**, M.Ed., MBA, who are also the instructors for the course. The "Developmental Coaching and Mentoring: Business and Personal" course is part of Lindenwood's Cooperative Credit Program. The workshop earns nine graduate or undergraduate education credits. Lindenwood University is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools and is located in St. Charles, Missouri, about 30 miles outside of St. Louis. According to Dr. Pickett, "We are excited to provide coach/mentor training that combines our extensive experiences and knowledge in business and mental-health. Ideally, participants will add to this diversity of background, and lively exchanges will enrich learning."

To celebrate the workshop launching, a special tuition rate is available to employees of nonprofit organizations. Additionally, participants in the workshop are invited to attend an 18-hour course free---Master Skills Preparation: Getting Ready for the IAC Certification Exams. Information about this unique opportunity to earn graduate or undergraduate credit for coach training is available by contacting HireCoach at <http://www.HireCoach.org> or 877-HireCoach (447-3262).

Peer Resources Network member, Master Certified Coach, and author of "Seal the Deal: The Essential Mindsets for Growing Your Professional Services Business," **Suzi Pomerantz**, has been selected as one of nine recipients for the 2007 Woman of Achievement Awards from the Montgomery County (Maryland) Business and Professional Women Association. Suzi is the CEO of Innovative Leadership International LLC (<http://www.innovativeleader.net/>) and serves on the board of directors of the International Consortium for Coaching in Organizations (ICCO).

The Foundation of Coaching describes itself as a "nonprofit, noncommercial, independent resource for coaching research, education, practice, and communication." The Foundation provides research grants to pay for research expenses, including travel (but not research time or living expenses). Proposals are accepted twice a year (June 1 for consideration in July and December 1 for consideration in January). To be considered for a research grant, the proposal must meet five criteria: align with the mission of the Foundation; make an important contribution to the coaching field; be independent of any particular coaching organization; exhibit qualifications to act ethically; and be co-sponsored with in-kind of matching funds provided by another source. The review process typically takes several weeks, and researchers do not have to be affiliated with an academic institution. For more information about the Foundation, its mission, and an research grant application form go to: <http://www.thefoundationofcoaching.org/>

Congratulations to **Syl Leduc**, M.Ed, MPEC, a certified executive coach, leadership strategist and Peer Resources Network member, who, along with her client, Child Care Resources, received the International Coach Federation (ICF) PRISM award from the [Puget Sound Coaches Association](#). The award is given to a client/coach pair that has achieved quantifiable business success through commitment to coaching. Individuals at all levels of Child Care Resources received external coaching from Syl and internal coaching from the Child Care Resources CEO Nina Auerbach.

Along with a colleague, Syl has developed a "manager as coach" program to help managers and leaders develop their own coaching skills. So far they have delivered it to 80 managers, and the feedback provided by the managers reinforces the importance of using coaching skills with staff members. Syl hopes to develop this program so that it can be offered over the Internet. She can be contacted through her website (<http://www.SageLeaders.com>), Tel: (480) 515-5511; Toll-Free: (800) 509-6823; or by email: syl@sageleaders.com

NINE STUDIES & RESOURCES TO GUIDE PROFESSIONAL PRACTICE

Peer Resources continually scans the professional and popular literature for articles, books, videos and other useful reference materials. They provide a brief synopsis of the latest work as well as citation details and summaries on their website at <http://www.peer.ca/coaching.html>. They also provide a searchable format on their site at www.peer.ca/SearchB.html. Here are some recent additions that you won't learn about from other larger coaching federations:

American Psychological Association (2007). **Reality Therapy: A video demonstration with Robert Wubbolding**. (American Psychological Association Psychotherapy Video Series 1, Item No. 41074.) Washington, DC: American Psychological Association. William Glasser created Reality Therapy in the early 1960's, in part, as a departure from the medical model that had gripped psychotherapy. It was his view that people are not mentally ill; instead they are attempting to meet their needs (survival, love, belonging, power and achievement, freedom or independence, and fun). Reality therapy (in later years called "choice theory") focuses on the here-and-now, assists clients to assess their relationships and needs, explore behaviours that are helping or interfering with meeting their needs, and plan what to do differently to meet their needs. In this video Robert Wubbolding illustrates the principles of reality therapy with a client, and through a series of role-plays helps the client to identify and commit to behaviours that will lead to attaining the client's goals. This video will help coaches learn about the origins of coaching and its relationship to cognitive behavioural interventions.

Anonymous. (October, 2007). Survey: Coaching contributes little to job satisfaction, performance. **Chief Learning Officer [Online]**. (Retrieved October 1, 2007 from <http://tinyurl.com/266kof>). Of 677 mid-level employees in North America, Europe and Asia, 60 percent said they are dissatisfied with the results of coaching by managers. Three percent said coaching had a negative impact on job performance, and 23 percent said it made a significant contribution. In regard to job satisfaction, 54 percent of respondents reported slight, little or no impact from coaching. Ten percent said coaching had a negative impact, and 20 percent said it made a significant contribution. The firm that conducted the survey stated that the results reflect the potential of coaching to affect an organization either positively or negatively, and that the impact of coaching has real consequences for organizations concerned with employee performance. The findings ought to alert management to the shortcomings of coaching by managers, make them more accountable, and do more to reinforce it. The authors recommend that managers attend to employees' unique coaching needs and establish individual partnerships with the employees they're coaching.

Belkin, L. (October 4, 2007). A capital idea for women. **The New York Times [Online]**. (Retrieved October 20, 2007 from <http://tinyurl.com/3ytb23>). A report on the success of the "Make Mine a Million" (M3) program (<http://www.makemineamillion.org>) partnership with The Coach Connection (TCC). Coaches from TCC helped M3 businesses owners to "see and understand how remarkable they really are and then getting out of their way as they take themselves, their business, and their families towards their own visions of success and happiness on their terms." Weekly conversations with TCC coaches assisted the M3 women to dramatically grow their businesses and increase their revenues. TCC, run by Peer Resources Network member, Bill Dueease, has been rated in a comprehensive review by Peer Resources' CEO, Rey Carr, as the most effective coach referral service available to connect coaches and clients. For more details about the TCC go to: <http://www.findyourcoach.com>

Elkin, B. (2007). **Emotional mastery: Manage your moods and create what matters**. Victoria, British Columbia: www.bruceelkin.com. This book is about how to increase emotional intelligence, develop emotional health, manage moods, overcome depression and anxiety, and create what matters most in life, work and relationships. Written by a successful coach with 30-years

them in their sessions; (3) recognize "blind spots" by providing objective third-party feedback; and (4) safety - keeping the coach and the client safe in their working relationship. After an initial session to determine each participant's aims for supervision, the program consists of six one-hour telecoaching calls or three two-hour, in-person sessions. The fee for the program is £300 plus VAT.

Chapman University Coaching Skills for Business Leaders Certificate is located in Orange, California and provides an interactive and reflective program based on the core competencies as stated by the International Coach Federation. The certificate consists of a seven-week, 28-hour course, typically meeting in-person and weekly for four-hour sessions. The program modules focus on coaching fundamentals, coaching process and essential skills, coaching for personal mastery, coaching for interpersonal mastery, coaching for leadership mastery, coaching for team mastery, and individual presentations of personal development plans. The tuition is \$1175.00 and includes all program materials and a continental breakfast. The next session entry begins in April, 2008. (Note: Chapman University also provides an Advanced Career Strategies Certificate Program that includes a career coaching course.

Life Purpose Coaching Centers, International is exclusively for Christian women who want to work with other women. There are three levels of coaching offered by this Santa Margarita, California based organization, and two additional levels for facilitator and instructor. The training for coaching is online and through print materials. Level I includes five private instructor sessions, and four one-hour conversations with a coach. The fee to Life Purpose is \$750.00 and participants pay an additional fee for the coaching conversations. Details on and fees for the more advanced trainings are not clearly stated on the website. The founder of this organization is Katie Barzelton.

Academy for Coaching and Counselling, based in Belgium, offers four levels of training: Introduction to coaching, specialist coach, professional coach, and master coach. Each level takes about a year of self-study, practical training, and in-person activity. The fees for training are approximately 1190 Euros for each level. In addition there is a 40 Euro initial interview fee and a 380 Euro fee for the examination at the master level. The website is in English, French, and Dutch, and at the present time, the Dutch version is the most comprehensive. Much of the training is based on the work of Carl Rogers.

The Certified Coaches Federation in Ontario, Canada offers a two-day, intensive Certified Coach Practitioner training program. The Certified Coach Practitioner course provides new and seasoned coaches alike with coaching and business development skills. The course focuses on practical coaching skills, (incorporating NeuroLinguistic Programming), and provides training in the following skills: listening, marketing, advertising and promotion, time management, and business development. Training also provides guidelines and practical experience conducting the first three coach-client meetings. Course tuition includes course workbook, hand-outs, follow-up coaching session with the course Master Coach and certificate of completion. Participants must successfully complete a course examination in order to earn the Certified Coach Practitioner designation. Course tuition is \$795US. The course is available in many locations throughout North America.

Dare2bU Academy was founded by Henri Van Amerongen, and this Vancouver Island (British Columbia) based organization provides two in-person training programs leading to certification: Dare2bU Life Coach and Dare2bU Systematic Coach/Counsellor. Course work takes approximately one-year to complete and includes 60 hours of practical training (10 days or 20 evenings), three hours of coaching by a certified coach, 3 hours of supervision by a certified coach, courses on coaching techniques, including the GROW method (goal, reality, options, and will) and the PEM method (physical, emotional, and mental) of questioning, tools for deeper emotional practice, including drawing and family and personal constellation techniques, small group work with other students (called "intervision" in Europe), small group coaching, and coaching practice sessions. The total study load is approximately 160 hours, excluding readings. Tuition is normally \$1500.00 and does not include books, taxes and supervision.

accurate, objective, comprehensive, and up-to-date information about coaching, mentoring and peer assistance resources. And the staff is not only easy to contact via toll-free telephone, email or Internet telephone, but they also respond to enquiries typically within one-day.

In addition, members of the Peer Resources Network receive a monthly newsletter, the *Peer Bulletin*, loaded with information, practical tips, announcements, peer program descriptions, funding opportunities, job openings, and research summaries every month. The *Peer Bulletin* contains features not available in The Coaching News, including graphics, links, discounts, relevant articles, free research papers, and contact details. A sample of the Peer Bulletin is available for download at <http://www.peer.ca/samplePB156.pdf>

Members can also receive at no cost some of the latest books or videos on about coaching in exchange for writing a review of that resource. Some of the current books available include:

- ***Your Executive Coaching Solution: Getting Maximum Benefit from the Coaching Experience*** by Joan Kofodimos (142 pages, hardcover)
- ***EveryDay Epiphanies: Insights for Living with Purpose*** by Alicia Rodriguez (201 pages, softcover)
- ***The Coaching by Example 9-CD Series: Immerse Yourself in the Dynamic of Real-Life Coaching Conversations*** by Mentor Coach Barbra Sundquist (9-CD ROMs)
- ***Executive Coaching for Results: The Definitive Guide to Developing Organizational Leaders*** by Brian Underhill, Kimcee McAnaly, and John Koriath (190 pages, hardcover)
- ***Therapist as Life Coach: An Introduction for Counselors and Other Helping Professionals (Revised and Expanded)*** by Patrick Williams and Deborah C. Davis (242 pages, hardcover)
- ***Positive Psychology Coaching: Putting the Science of Happiness to Work for Your Clients*** by Robert Biswas-Diener and Ben Dean (258 pages, hardcover)
- ***Good Question! The Art of Asking Questions to Bring About Positive Change*** by Judy Barber (255 pages, pdf e-book)
- ***The Truth About the Business of Coaching*** by Lawrence Mortenson (116 pages, softcover)
- ***Co-Active Coaching: New Skills for Coaching People Toward Success in Work and Life (Second Edition)*** by Laura Whitworth, Karen Kimsey-House, Henry Kimsey-House, and Phillip Sandahl (305 pages, softcover)
- ***Guiding Doctors in Managing Their Careers: A Toolkit for Tutors, Trainers, Mentors and Appraisers*** by Ruth Chambers, Kay Mohanna, Andrew Thornett and Steve Field (131 pages, softcover)
- ***Speaking of Success: World Class Experts Share Their Secrets, Featuring Ken Blanchard, Jack Canfield, Patrick Williams, and Stephen Covey*** Interviews by David E. Wright (201 pages, softcover)
- ***Business Transformed: Master the 17 Questions that Transform Business*** by Breakthrough Coach Paul Gossen (121 pages, softcover)
- ***Coaching Soup for the Cartoon Soul (No. 1, No. 2, and No. 3)*** by Germaine Porche and Jed Niederer (38 pages each, softcover)

Do the quotes placed in this newsletter intrigue you? Would you like to know more about the people quoted or read more of what they have to say? Members of the Peer Resources Network receive links and more details regarding each quote when they receive the monthly *Peer Bulletin*. (Anyone who can identify the source of any of the quotes in this issue of the *Coaching News* will have their name placed in a draw for a complimentary, one-year membership in the Peer Resources Network. Send an email to rcarr@islandnet.com with your answer to any of the "Who said this?" quotes.)

Peer Resources Network members have access to a variety of resources in the password protected area of www.peer.ca, and many of these documents are without cost or arrangements have been made with authors and publishers to provide them to members at reduced costs or deep discounts. Papers about certification, fees, and other issues associated with coaching are free to members. In

