

# COACHING NEWS

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*This newsletter 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](mailto: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, and resources of value to coaches, the coaching industry, and the general public.*

## TOPICS:

Peer Resources Seeks a Successor  
Attend a Top Level Coaching Event  
Champions for Coaching  
Seven Studies and Resources to Guide Coaching Practice  
What's New in the Coach Training World  
What's New in Coaching Associations and Publications  
Join the Peer Resources Network  
Details About The Coaching News

## PEER RESOURCES SEEKS A SUCCESSOR

Peer Resources is seeking a person or organization to take over their debt-free, profitable, highly regarded corporation that specializes in mentoring, peer assistance, and coaching.

Their corporate mission since starting in 1982 has been and continues to be to demonstrate leadership through service in mentoring, coaching and peer assistance.

Peer Resources has established:

- consulting and project contracts with national and provincial governments, businesses, schools, colleges, universities and community agencies;
- a paid, service-oriented membership base from around the world;
- a reputation for excellence in print and Internet-based newsletters and other publications;
- a significant Internet presence and ranking;
- a clearinghouse and repository for accurate, high-quality, unbiased information and resources for experts, practitioners, and the general public about peer assistance, mentoring and coaching; and
- a variety of highly-acclaimed professional training seminars.

Peer Resources is committed to helping people use their external learning and internal wisdom to make the world a better place. We have focused on peer assistance, mentoring and coaching because of the common power these three areas have for engaging children, adolescents and adults to help each other fulfill their life dreams, overcome barriers to success, and learn life-long skills.

The current leadership of Peer Resources wants to find the right person or organization to take over the services they provide, including the expansion of their publication catalogue and seminar offerings; the addition of new features to their website; and the strengthening of value-added services to their members, subscribers, and website visitors. It's time to take this organization to the next level.

The current CEO and founder of the company, Dr. Rey Carr, wants to retire and move on to the next phase life. He has had to turn down attractive business offers and contracts in order to meet his retirement goals. The corporation needs a new voice with the energy and enthusiasm to take it to the next level, including the possibility of employing additional staff to manage the demands for services and products.

Peer Resources currently has steady sales worldwide of products; steady cash flow; high retention rate of members and subscribers; extensive number of website visitors; an international membership base; registered corporate status; all shares held by the CEO; no debts; no employees; corporate operations can be easily relocated to anywhere in the world; all trademarks and copyrights associated with our intellectual property are available for full and simple transfer; 26 year track record; and significant expansion potential based on projected worldwide trends in peer assistance, mentoring and coaching.

The current leader of Peer Resources is willing to provide the mentoring, coaching, and consulting, if desired, to aid whoever takes over the corporation to assist with making a successful and productive transition. They don't want to be involved in the day-to-day operations, but they can provide the guidance for someone else to run the corporation effectively, continue to build the revenue streams, and maintain the loyalty of the existing client base.

### **Your Result or Benefit and Next Steps**

If you're ready to have your own successful business and you want to expand the revenue of an already profitable corporation; or if you want to add the already established capabilities to an existing business, we'd be delighted talk with you about this opportunity.

The details about Peer Resources can be reviewed on their website at (<http://www.peer.ca>). Some specific information about the offering for take over by an individual or organization is available in an article that appears at (<http://www.peer.ca/Bulletin164.html>).

Anyone who would like to consider taking over the leadership of this organization is encouraged to contact: Mike Lenz of Sunbelt Business Brokers by calling 1.250.361.3003; Toll-free: 1.877.361.3003 or email: [mikelenz@sunbeltnetwork.com](mailto:mikelenz@sunbeltnetwork.com)



pcmainfo@pcmaonline.com

**Coaching with the Brain in Mind with David Rock and Linda Page**

October 23, 2008

890 Yonge Street, Toronto, Ontario

[engagedmindsconference.com](http://engagedmindsconference.com)

(416) 923-4419 ext. 226

[pmaxwell@adler.ca](mailto:pmaxwell@adler.ca)

**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](http://www.dougsilsbee.com/training/retreats)

(828) 254-2021

[ds@dougsilsbee.com](mailto:ds@dougsilsbee.com)

**ICF International Conference**

November 12-15, 2008

Palais des congres de Montreal, Montreal, Quebec

[www.coachfederation.org](http://www.coachfederation.org)

(888) 423-3131 or (859) 219-3580

[icfheadquarters@coachfederation.org](mailto:icfheadquarters@coachfederation.org)

**Coaching Across Cultures - Advanced International Executive Coaching Seminar**

November 12-14, 2008

The Park Atrium Regus, 11 Rue des Colonies, Brussels, Belgium

[www.philrosinski.com/](http://www.philrosinski.com/)

+32 2 358 65 08

[philippe@philrosinski.com](mailto:philippe@philrosinski.com)

**Registered Corporate Coach Training**

November 13-14, 2008

Los Angeles, California



## CHAMPIONS FOR COACHING

**The Foundation of Coaching** is 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 a research grant application form go to: <http://www.thefoundationofcoaching.org/>

**The Worldwide Association of Business Coaches (WABC)** continues to expand the services available to members and has created a "Members' Collection" -- a growing library of articles by their members on a variety of subjects. Some of the latest entries include:

*Can Coaching Produce Sustainable Change?*

*Tips for Marketing Coaching Services to Small Business Owners*

*'Psychopath' or 'Narcissist': The Coach's Dilemma*

*Why the Ohio March of Dimes Engaged an Executive Coach*

*Coaching in a Family Business*

*What Coaches Say About Coaching Men Versus Coaching Women*

*The Four Keys to Coaching Scientists and Technical Experts*

*Who Shouldn't Be Coached*

*Oh No! My Client Disagrees with the Results*

The WABC remains the only professional coaching organization with specific requirements for membership. Members go through a rigorous

screening procedure to ensure they meet standards for membership. For more information about the WABC go to <http://www.wabccoaches.com>

**Alberto J. Calderón**, MSC and Peer Resources Network member, has taken on the role as Chapter President of the new International Association of Coaching (IAC) chapter in Mexico City. While the IAC size was described in the *IAC Voice* newsletter (Vol. 4, Issue 27) as the "MAC as opposed to the PC" by IAC President Angela Spaxman, the IAC is highly progressive and member-oriented. Their coaching certification system based on the IAC Coaching Masteries has been described as "welcoming to all while promoting excellence, innovation and learning." For information about the new chapter in Mexico contact Alberto at (52-55) 5674-3859 or by email: [moreglobal@prodigy.net.mx](mailto:moreglobal@prodigy.net.mx)

Congratulations to **Dr. Vikki Brock**, Ph.D., EMBA, MCC, and Peer Resources Network member who has completed her doctoral dissertation: *Grounded Theory of the Roots and Emergence of Coaching*. As one of the pioneers of the coaching field Vikki knows the insides of great coaching and mentoring, and how they have evolved over the years. She is now a recognized expert on the history of the professional coaching field. Her intention in writing her 693-page dissertation was to ensure people were recognized and valued for their contribution to the coaching field. The dissertation weaves the history, the current status, and the future of coaching into a picture within the context of socioeconomic factors.

Unlike other dissertations, this document is meant to be a living work, subject to revisions and open to additions as others chime in on their understanding of the history of coaching. A book version is likely, but in the meantime Vikki will be continuing her volunteer role as Director of History and Archives for The Coaching Commons and chief "pot stirrer" for the Hall of Fame and Virtual Museum of Coaching. She continues to coach and consult with individuals interested in "living an active legacy" from a foundation of strengths, authenticity, and well-being. Vikki can be contacted by email at [vikki@callmecoach.com](mailto:vikki@callmecoach.com) or through her website at [www.coachmentoring.com](http://www.coachmentoring.com). (An abstract and



## SEVEN 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 <http://www.peer.ca/SearchB.html>. Here are some recent additions that you won't learn about from other larger coaching federations:

Bresser Consulting. (February, 2008). ***Bresser consulting report: Results of the European coaching survey 2007/8.*** Cologne, Germany: Author. Coaching associations, coaching providers and universities throughout Europe completed a detailed questionnaire about the coaching situation in their country. Results showed a high diversity of coaching approaches, practices and development stages in the various parts of Europe. The survey provides details about the number of business coaches operating in the European union, the acceptance of coaching as a business tool, the types of coaching regarded with respect, the status of accrediting and ethics, the use of supervision, and the degree to which directive and non-directive approaches are used. (The full report is available from the author.)

Brock, V.G. (2008). ***Grounded theory of the roots and emergence of coaching.*** Unpublished dissertation, International University of Professional Studies. Coaching is an emerging and evolving field, complex and dynamic, integrating the substance of many fields and the innovative thinking of great pioneers. The objectives of this study were to reduce confusion of what constitutes coaching, identify the influences that relevant root disciplines have on coaching; document the impact of the background of influencers have had on the discipline

and its practices; and identify factors that contributed to the emergence of coaching as a distinct discipline in the late 20th century. (The full text of this dissertation as well as an executive summary are available through The Foundation of Coaching.)

Holden, R. (2008). ***Success intelligence: Essential lessons and practices from the world's leading coaching program on authentic success.***

Carlsbad, California: Hay House. Psychologist Robert Holden, Ph.D., explains that the key to success is not greater effort, but greater wisdom. Drawing on 20 years of work with clients from all walks of life -- business leaders, writers and artists, professional athletes, and entrepreneurs -- he guides readers through a process of searching self-inquiry to examine ideas of happiness, remove the limits to potential, and set goals that engage the whole being. Using stories, exercises, and tips, Dr. Holden emphasizes that the ultimate purpose of success for each of us is to not only to live our own life to the fullest, but to be "a friend to the world." Unfortunately, the use of the phrase "world's leading coaching program" is highly misleading and reduces the credibility of the book.

Leedham, M. (2008). If silence is golden, does a coach talk too much? ***The Bulletin of the Association for Coaching, 14***, 6-7. A coach's reliance on "tools and techniques" may actually interfere with helping clients. Coaches may be too busy "making noise" in order to prove their worth. The author argues for coaches to hold a space for silence and reflection.

Marcus, M. (2008). Executive onboard coaching: A winning strategy for your organization and high-potential talent. ***Link&Learn eNewsletter***. (Retrieved May 6, 2008 from <http://tinyurl.com/3olyhm>). A relatively new subset of executive coaching, "onboard coaching" focuses on working with "high potential talent" when they are making a transition within or to a company. The author identifies seven key objectives to make onboard coaching a strategic activity: identify skills, evaluate present talent, accelerate the match between the executive and new role; develop collaborative relationships; gain understanding of both formal and informal structures; deliver results early; and support the new leader with success tactics and strategies. The author also

recommends the importance of focusing on ROV (return on value) as well as ROI (return on investment), and identifies six examples of ROV. To initiate onboarding within an organization the author suggests ideas as to how to establish the groundwork for success. (The author is a Certified Masterful Coach - this is not the same as the ICF's Master Certified Coach - and the President of Break Through Consulting.)

Naficy, K., and Isabella, L. (2008). How executive coaching can fuel professional—and personal—growth. *OD Practitioner*, **40**, 1, 40-46. The authors define executive coaching as a "co-discovery and learning process through which the manager being coached achieves 'ah-ha' moments as a result of coach-client interactions." They use the four stage (unaware incompetence, recognized incompetence, unaware competence, recognized competence) development model with a case study to demonstrate how coaching contributes to learning and discovery. They differentiate coaching from mentoring and evaluating primarily on the degree to which listening to another's point of view (versus selling someone on your point of view) is involved. The authors also believe that some coaches are better than others with the most credible executive coaches having business experience, an investment in training from an accredited source, experience in coaching, evaluation of results on a regular basis, and solicitation of on-going feedback. They also acknowledge that some employers may be uncoachable because of fixed mindsets, feeling forced into coaching, lack of trust and openness, and feeling manipulated by performance management disguised as coaching. (The complete article is available to Peer Resources Network members. Email [rey@peer.ca](mailto:rey@peer.ca) for a copy.)

Thompson, H.B., Bear, D.J., Dennis, D.J., Vickers, M., London, J., & Morrison, C.L. (2008). *Coaching: A global study of successful practices: Current trends and future possibilities 2008-2018*. New York: American Management Association. Based on a survey of 1,030 respondents, discussions of a research team, and an in-depth review of literature, this study presents a historical view of coaching, discusses factors influencing coaching, and outlines the characteristics of state-of-the-art coaching practices, provides details about coaching practices outside of North America (Europe and the Middle East), forecasts what



## WHAT'S NEW IN THE COACHING WORLD

With 295 coach training organizations to choose from and more than 65 varieties of certification available in the coaching field, what was once a relatively easy decision has become infinitely more complicated.

Here are a few of the latest coach training schools, coaching associations, cautions, warnings, and details added to the listings in the Peer Resources' Coaching Directory. For more contact details visit the Directory at (<http://www.peer.ca/coaching.html>).

(Note: In North America, the term "accreditation" or "accredited" is generally associated with an organization; whereas in Europe the term is often used to describe an individual's certification. Coaches in Europe will often use the term "accredited" to mean what coaches in North America would call "certified" or "credentialed." To add to the confusion, while the International Coach Federation reviews coach training organizations and has created a system to "accredit" such training, their accreditation has no standing for US or Canadian post-secondary institutions, and they are not recognized in the US or Canada as an authorized accrediting agency.)

**Human Capital Institute** provides courses in a variety of areas, and most recently has developed an "Effective Coaching for Maximum Performance" web-based course. This three-hour course is designed for HR, OD, and Training & Development professionals involved in the strategic and tactical aspects of talent development. Line managers responsible for coaching, developing, and/or mentoring of team members are also encouraged to take this class. Students participate through a live, instructor-led Internet e-course (topics and objectives are listed on the website). Class size is restricted to encourage participation and sharing of student knowledge and experiences. A 20 question online assessment is included. The most recent offerings of

this course are scheduled for August 8, 2008, September 4, 2008, October 1, 2008, and November 10, 2008. Tuition for the course is \$595.00US and a \$100 early-bird discount is available.

**Chartered Institute of Personnel and Development** is a United Kingdom organization that provides a number of coaching qualifications including a Certificate in Coaching and Mentoring, an Advanced Certificate in Coaching and Mentoring, a Certificate in Advanced Professional Practice in Coaching and Mentoring Supervision, and a Postgraduate Certificate in the Psychology of Coaching. Programs range from seven months to 12 months depending on the particular certificate.

Delivery is interactive and provides opportunity to practice coach-mentoring skills, build on these skills, network, and try out new techniques to increase knowledge. All programs comply with the professional code of ethics and standards developed by the European Mentoring and Coaching Council. Applicants must participate in an assessment process to ensure maximum benefit. The next briefing will be October 13, 2008, and the tuition for CIPD members is £4670 + VAT and for non-CIPD members is £5190 + VAT. The fee includes a briefing day, peer mentoring days, six coaching sessions with a personal coach-mentor by telephone, a handbook, six knowledge modules, nine books, a toolkit, license, access to Internet discussion groups, self-assessment tools, 180-degree feedback, certification and assessment procedures, and a subscription to Coaching at Work magazine.

**York University Schulich Executive Education Centre** is a Canadian university-based organization that offers a variety of executive education courses, including a "Certificate in Coaching Skills for Managers and Directors." The course is a five-day, in-person seminar that helps managers and supervisors learn how to integrate what great coaches do to enable each employee to feel that their work is meaningful and important. The course is divided into five modules: "Coaching Your Employees for Higher Performance," "Career Coaching," "Building the Next Generation of Leaders;" "Advanced Performance Strategies and Coaching;" and Introducing a Coaching

Program: Implementation and Planning." Participants also learn to use advanced assessment tools. The fee for this course (in 2008) is \$3495.00 plus tax.

**Adler School of Professional Studies** has teamed up with the prestigious Ontario Institute for Studies in Education at the University of Toronto (Canada) to offer a certificate in Leadership Coaching in the Workplace (typically eight days of course work and a fee of \$1047.90CDN), a certificate in Adler Professional Coaching (15 days of ICF accredited course work delivered in-person and by telecourse plus practicum and a written and oral examination with a typical tuition of \$10,185CDN), and a certificate in Organizational/Executive Coaching (typically 12-15 days of in-person and telecourse work with admission requirements). Contact information: Adler School of Professional Studies, 890 Yonge 9th floor, Toronto, Ontario M4W 3P4; Tel: (416) 923-4419; Toll-free (US and Canada): (877) 923-4419; email: [contactclc@adler.ca](mailto:contactclc@adler.ca)

**The School of Shadow Coaching™** is an intensive, in-person training program designed by Certified Executive Coach Donna Karlin for coaches to help them learn how to use reflective and observational skills to go below the surface and into the key dynamics of a situation. Shadow coaches assist clients to become more reflective. This type of coaching is described as particularly valuable in an organizational context. Typically taught in a two-day intensive seminar in Toronto (Canada). The fee for the training is \$1047.90CDN.

**Express Coaching** offers four certification programs all based on eleven core coaching competencies. The programs include: Certified Life Coach (\$1400US, 184 hours, delivered through telecourses); Certified Time Management Coach (\$1200US, 184 hours delivered as a self-study course, typically completed over a 24 week period); Master Spirit Life Coach (\$1800US, 184 hours plus 20 hours of metaphysical study, includes mandatory written assignments, a time limit of eight months to complete, and a final examination); and Certified Trance Formation Coach (\$995US, 60 hours delivered as a home-study course). The first three programs are described as accredited by the Certified Coaches Alliance (not currently listed in Peer Resources' list of professional



foundations of coaching, coaching research, thought-leaders in coaching, the future of coaching, trends and issues, and many other topics. Navigation is simple, clean, and innovative

**The International Coaching Confederation** is an organization that appears to be making fun of various coaching trends and issues. Their site satirizes the promotional claims made by many associations and training organizations involved with coaching. Whether they tickle your funny bone or are seen as an irritant (or both) is yet to be determined. Check their site at <http://www.coachingcon.org>

**The International Journal of Coaching in Organizations (IJCO)** has made some significant transformations to elevate the standards associated with research on coaching. Starting with Issue Number 1 in 2008, the IJCO, according to Co-Executive Editors, John Lazar and Bill Berquist, will provide a print as well as electronic distribution of quarterly issues, establish a peer review format for unsolicited articles to complement the co-editor's review of solicited manuscripts, and create special rates for academic institutions and libraries.

Another option for the latest published material about coaching is **International Coaching Psychology Review**. The first issue was published in 2006, and the Review is published three times per year in an online PDF format. It is a joint publication of The Australian Psychological Society Interest Group in Coaching Psychology & The British Psychological Society Special Group in Coaching Psychology. Subscriptions are free to members and available to non-members for \$20. The subscription address is The British Psychological Society, SGCP, St. Andrews House, 48 Princess Road East, Leicester LE1 7DR. UK. If you'd like to submit an article for consideration, send it to Stephen Palmer in the UK or Michael Cavanagh in Australia. Unsolicited manuscripts are accepted, and a style guide is included on the Review website.

**The OCM Coach-Mentor Journal** has published its Spring, 2008 (Issue 8) edition, and contains articles by Peter Honey ("Manager [and Prisoners] Always Need Coaches"), David Cutterbuck (The Difficult Client: An Opportunity for Reflection"), Julie Starr ("The Cool, Calm and

Confident Coach"), Sir John Whitmore ("The Coaching and Mentoring Journey: Where Are We Coming From? Where Are We Going?"), Mary Connor & Julia Pokora ("The Skilled Helper Model"), Caroline Harben ("Can Astrology Contribute to Coaching?"), Eric Parsloe ("The Continuing NLP Debate"), and Mel Leedham ("Taking Life Coaching Seriously"). Copies of this excellent journal are available online at [www.theocm.co.uk](http://www.theocm.co.uk)

**Biz Tips for Coaches**, created by Janet Slack, is the name for both a free, weekly ezine filled with ideas about the business part of coaching and a blog. Issues include articles about business development, systems, resources, technology, and marketing.

**Strategy for Coaches** is open to any professional coach with an interest in strategy. There is no membership fee. Benefits include a quarterly newsletter, periodic strategy webcasts by strategy professionals, and participation in a community forum. A short video introduction to the site is available on the site. To welcome members of the community, Strategy for Coaches provides half-day webcasts designed by a team of professional strategists. The webcasts are recorded and broadcast at times specified on the website with a live online discussion that follows each webcast. Additional contact details: Strategy for Coaches, 800 Delaware Avenue, Wilmington, Delaware 19899; Tel/Fax: (775) 201-0049.

**Coaches and Mentors of South Africa** (COMENSA) is a professional organization for individuals and corporate coaching service practitioners. They provide a Code of Ethics, an Ethical Complaints procedure, a policy on supervision, standards of professional competence, a member directory and a monthly newsletter, all of which are available to the public. The organization provides seven categories of membership, including: Practitioner Member (individual coach and/or mentor); Student Member (registered student of coaching and/or mentoring); Training Institution (providing training to coaches and/or mentors); Coaching/Mentoring Company (1-5 coaches/mentors); Coaching/Mentoring Company (six or more coaches/mentors); Corporate Member (user/buyer of coaching/mentoring); and Affiliate Member or Interested Party (not earning income from coaching or



## JOIN THE PEER RESOURCES NETWORK

The rapid development of coaching as a practice has generated many associations and organizations competing for participants or members. The Peer Resources Network is the only one that provides 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 at <http://www.peer.ca/Bulletin161.html>

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:

***A Manager's Guide to Coaching: Simple and Effective Ways to Get the Best Out of Your Employees*** by Brian Emerson and Anne Loehr  
***The Philosophy and Practice of Coaching: Insights and Issues for a New Era*** edited by David B. Drake, Diane Brennan and Kim Gortz  
***Coaching in Organizations: Best Coaching Practices from The Ken Blanchard Companies*** by Madeleine Homan and Linda J. Miller  
***How to Become a Coach: What You'll Want to Know about Training Programs, Certification and the Business of Coaching*** by Sue Bond  
***Mind Your Own Biz: Discover the Secrets to Creating a Successful Coaching Business*** by Janet Slack  
***Executive Coaching for Results: The Definitive Guide to Developing Organizational Leaders*** by Brian Underhill, Kimcee McAnaly, and John Koriath (190 pages, hardcover)

***Leadership Coaching for Educators: Bringing Out the Best in School Administrators*** by Karla Reiss

***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)

***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)

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](mailto: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](http://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 addition, Peer Resources Network members have access to toll-free telephone support for technical and professional questions. Members can talk directly with experts at no extra fee on trends, issues, and other concerns.

The Peer Resources Network is a non-profit organization and is sustained through memberships. The low fee for a one-year individual membership is \$99.00 and the fee for an institutional membership,



online at <http://www.peer.ca/thecoachingnews.html>. To subscribe or unsubscribe send an email to [info@peer.ca](mailto:info@peer.ca).

To learn more about the people quoted in this issue or to access more of what they have to say, consider becoming a member of the Peer Resources Network (PRN). Members receive a monthly newsletter 60-90 days earlier than The Coaching News that contains the same text plus additional articles not available in The Coaching News plus links to all quoted sources. Membership is fee-based and the benefits and features are listed at <http://www.peer.ca/PRN.html>.