



Coaching Report

December 2016

Directors' Corner

As we move to the end of what has been a tumultuous year in so many parts of the world, and transition to 2017, we have an opportunity to take stock. Indeed, one of the greatest gifts we can give ourselves and, by extension, our clients is to turn inwards and ask important questions about our role and our effectiveness.

These might include:

- How do our own emotional skills impact our ability to understand our clients' emotions?
- How does our bias toward solutions and goals hinder important exploration?
- Are we extending the same level of self-compassion and self-care that we are encouraging in our clients?
- Are our clients feeling truly seen?
- Are we truly seeing ourselves – our own needs, values and ways forward?

This month's webinar by Tatiana Bachkirova offered a unique perspective on this theme. She explored how your understanding of the 'self' both enables and hinders your coaching practice. If you missed the live webinar, you can see the [summary and video here](#).

In closing out the year, we want to thank you for the support and spirit that you brought to your work, and to us. We look forward to continuing to serve you in 2017.

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**An Everyone Culture:
Becoming a Deliberately
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Organization**
Deborah Helsing, EdD

HARNISCH GRANTS:

Next Grant Deadlines:
February 1st

Special thanks to our
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and
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for supporting the Institute of
Coaching



With warmth,
Susan David, Ph.D.
Co-founder

Research You Want to Know

The Illusion of Moral Superiority Ben M. Tappin
Ryan T. McKay

In keeping with the theme of self-reflection, and particularly after what have been divisive election cycles across the world, [this study](#) is an important reminder on our tendency to judge others as less moral than ourselves. Our clients often bring with them perceptions of the failings of others (e.g. bosses and loved ones), and our ability to facilitate healthy perspective taking is a vital.

Book of the Month

We're Going on a Bear Hunt by Michael Rosen August 26th
2014.

This Holiday month, and in a departure from suggesting a traditional serious non-fiction read, I'm recommending a children's book. While I'm not a bear (or any other animal hunter for that matter), ["We're Going on a Bear Hunt"](#) speaks to such an important process in coaching and in life.



Whatever the deep cold river is in our lives, “We can’t go over it. We can’t go under it...We’ve got to go through it.”

What is your favorite 'little kid' book with a 'big kid' lesson?

Live Webinars for IOC members

[View our Calendar section](#) for all our latest events and offerings, including our IOC Roundtable events!

January

An Everyone Culture: Becoming a Deliberately Developmental Organization with Deborah Helsing, EdD

Date: Monday, January 30th

Time: 2:00 - 3:15 pm EST

In most organizations, nearly everyone is doing a second job no one is paying them for—namely, covering their weaknesses, trying to look their best, and managing other people’s impressions of them. There may be no greater waste of an organization’s resources. The ultimate cost: neither the organization nor its people are able to realize their full potential.

Deliberately Developmental Organizations (DDOs), by contrast, are organized around the simple but radical conviction that organizations will best prosper when they are more deeply aligned with people’s strongest motive, which is to grow. They are incubators of personal development. Those who can coach others to grow hold the most revered positions in these organizations.

In this interactive webinar, we will discuss:

- What are the design principles, concrete practices, and underlying sciences at the heart of DDOs?
- How do they provide a new, 21st century answer to workplace professional development?
- What are the implications for coaches (working internal or external to organizations)?

CoachX Video

Jan Rybeck on Vertical Development

[Our CoachX video this month](#) features Jan Rybeck, an IOC Fellow and partner with COPIA. Jan will discuss the challenges of transformation associated with vertical development, and how coaches can use four elements of vertical development to encourage client growth. Also, see Jan's accompanying [blog post here](#).

Call for Papers

The new, peer-reviewed academic journal 'Philosophy of Coaching: An International Journal' has published its first issue and is making a call for the second issue. The journal accepts papers from practitioners, researchers, educators and others in the field of coaching.

It invites these submissions:

- Research Papers (5,000 words approx.) that bring together multiple, well-researched perspectives on a given topic;
- Position Papers (3,000 words approx.) that articulate a single, well-researched perspective on a given topic;
- Response Papers (1,000 words approx.) that take up and respond to ideas expressed in articles published in Issue 1 of *Philosophy of Coaching* (available at philosophyofcoaching.org); and
- Book Reviews (1,000-2,000 words approx.) of books published in the past 12 months that are relevant to coaches.

Deadline for submissions is February 1st, 2017 for publication June 1st 2017.

For more information, visit philosophyofcoaching.org or contact the Editor julian@philosophyofcoaching.org.

Save the Dates!

Our next [Annual Coaching in Healthcare and Leadership Conference](#) – the “conference that never ends” – is set for

October 13-14, 2017. Save the date and join us in Boston, MA for this one-of-a-kind 10th anniversary event.

Offerings for IOC Members

Not a member? [Join us!](#) The Institute of Coaching provides the best tools (thousands of on-line resources, webinars, coaching reports/digests), a sell-out annual conference, thought leaders and an exceptional community to help advance your coaching practice. Join our growing international membership.

[Learn more about IOC membership](#)

