

Mentoring for Change

executive mentoring, life coaching, values management, storytelling

Welcome to the Mentoring for Change newsletter.

In this issue:

- Coaching Survey
- Elliot Coleman's Gift
- Subscribe to a free weekly coaching newsletter
- Using Values with Groups

Best wishes

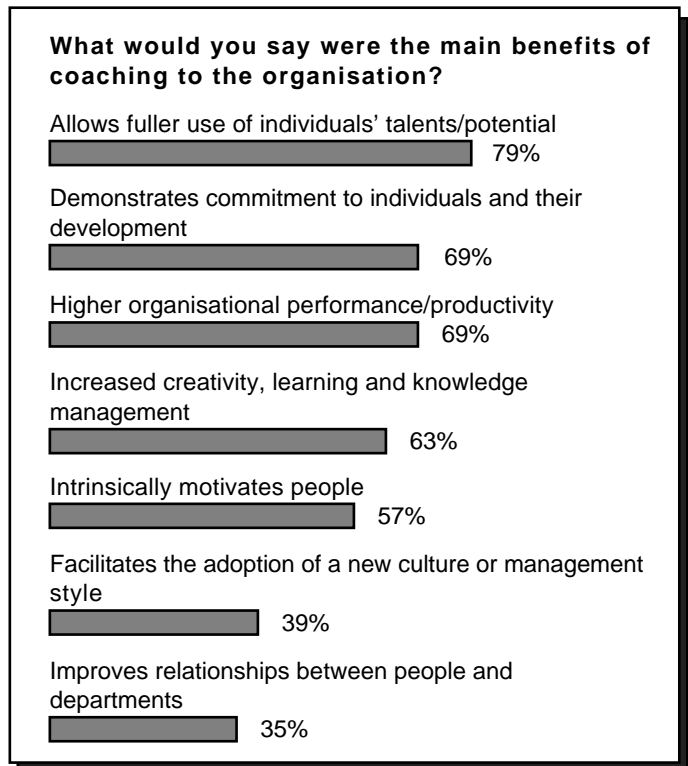
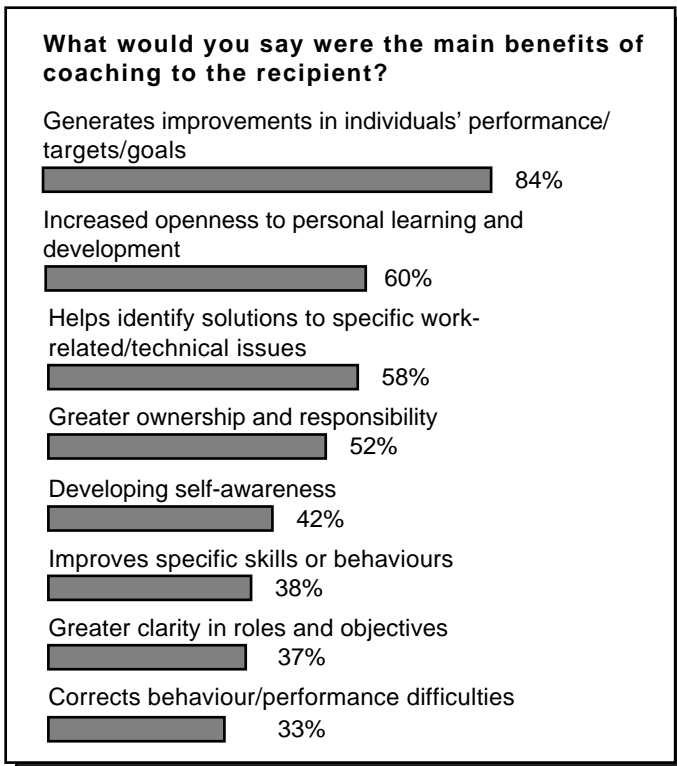



Use of Coaching Doubles in 12 Months

A recent issue of The Industrial Society's "Managing Best Practice" series focused on Coaching. The report includes a survey of 5700 UK human resource and personnel specialists of whom 7% (339) responded. The survey is broadly representative of regions, sectors and

size but is not a scientifically structured sample of the economy. The responses to two of the survey questions about the benefits of coaching are shown below. Some of the other findings included:

- 70% of British companies now use coaching (compared with only 36% three years ago)



Respondents to The Industrial Society coaching benchmark (see first item) identify some key coaching competences. But none mentioned the core competence beautifully exemplified in this story by Doug Lipman:

Elliot Coleman's Gift

When I was a student at John Hopkin's University, I wanted to join a poetry writing course taught by Professor Elliot Coleman. To be accepted into the course, first I had to show Coleman a sample of my poetry. Fearing criticism, I procrastinated.

When at last I braved an appointment with him and let him read my poems, I was astonished at his response: he told me what he liked about them. I left his office buoyed and inspired. That very week I wrote a poem that broke new ground for me.

When my poems were discussed in class, I often felt that Coleman understood my purposes better than I did. I always left class inspired and able to improve what I had written.

One week, I lingered in Professor Coleman's classroom after the class session had ended. All had left the room except two other students, on whom I was eavesdropping.

One of the students was attacking a poem that the other had written. At bay, the author of the poem defended himself: "Well, Elliot Coleman likes this poem!"

The other, arching for the kill, hissed, "So? Elliot Coleman likes everything!"

In that moment I understood two things. Of course, I understood what the attacker meant: if I like everything equally, my judgement is meaningless.

But I also understood what the attacker did not. Elliot Coleman did not praise indiscriminately. On the contrary, his great gift was his ability to find what there was to like in every poem he read.

from The Storytelling Coach by Doug Lipman, August House, 1995. ISBN 0-87483-434-1

This ability to be appreciative, to see what works, and to discern what is of value is fundamental to mentoring. It is at the heart of developing the kind of presence that makes, not just good, but great coaches and mentors.

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Doug Lipman is a storyteller who also coaches other storytellers. Visit his web site on <http://www.storypower.com/index.html> for more stories and more on storytelling.

- the majority of organisations (82%) use line managers to coach others
- key components of coaching training are active listening (80%), questioning (75%), providing actionable feedback (72%) and facilitating (63%)
- the primary role of coaching is clearly seen to be about performance improvement (78%).

Copies of the report are available from The Industrial Society (0870 400 1000) for £60.00 plus £4.25 p+p.

Using Values with Groups

We have now run two successful trainings on using Values Technology's values measurement tools for individual coaching and mentoring. These tools are based on a World Map of values and allow you to see what your particular value priorities are against a background of all the things that could possibly be important to you. This provides the basis for you to align your values and behaviour with your aspirations, which has and will always be a key to personal success. (A brief introduction to the values map is given in Issue 4 of this newsletter which can be downloaded from the [mikethementor](http://www.mikethementor.co.uk) web site.)

Our next training, which will be in the UK in May, will be on using values to achieve that same alignment at a group and organisational level. It will focus on establishing the skills and processes you need to enable a group of individuals to align themselves with their customers' values and their own organisational context

whilst at the same time pursuing their own aspirations to the maximum extent. Contact me for further details.

Weekly Coaching newsletter

If you would like to receive a more frequent input of coaching ideas and techniques, subscribe to James Gladwin's excellent weekly newsletter *.com Coaching Update* by emailing subscribe@tjassociates.com with the word "request" in the message line and body.

Events

April 5 2000. The School of Coaching 10 day part-time Coach Training Programme starts (another begins in September). Tel: +44(0) 141 352 5000. Email: LBeaton@indsoc.co.uk

July 3-6 2000. The 3rd Annual Coaching & Mentoring Conference, London. Linkage International, Email: conferences@linkage-international.co.uk, Tel: +44 (0) 20 8943 3763.

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