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A researcher and a spiritual leader share five components of happiness and 17 ways to achieve them.

8 The Mentor’s Guide to Self-Monitoring  
*By Rey Carr*  
Mentors involved in initiatives that provide inadequate training and support can use these two self-monitoring tools to gain effectiveness.

18 An Open Letter to Big Companies Requesting RFPs of Small Companies  
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RFPs can be misleading and a waste of time. Here are 10 tips for companies to use to increase authenticity and select the best candidates.

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*By Harvey Schachter*  
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*By Jon Gordon*  
A mentor leaves a legacy that enabled this partner to carry forward seven life affirming steps.
Editor’s Note: Vikki Brock has graciously prepared a number of brief stories from her book: The Sourcebook of Coaching History. Each month during 2013-14, the Peer Bulletin is privileged to include one of these stories.

The roots of coaching from the decade of 1930s include personal success literature, such as the classics published in 1937 by Dale Carnegie’s How to Win Friends and Influence People and by Napoleon Hill’s Think and Grow Rich. Alcoholics Anonymous (AA), founded in 1935, is based on a philosophy of self-responsibility which is the foundation for being coachable.

In the business environment, Australian psychologist and Harvard Business professor Elton Mayo (1880-1949), the founder of the Human Relations Movement and Industrial Sociology, conducted the Hawthorne Studies between 1927 through 1932 at Western Electric Hawthorne Works in Chicago. Similar to coaching, these studies focused on motivation and productivity in the workplace.

Coaching in business in the 1930s was internal coaching with managers or supervisors acting as coaches to their staff. Tony Grant (2008) discovered the first paper in English about coaching which was written by C.B. Gorby, a graduate of Cornell University in 1937. Gorby described how older employees coached newer employees in reducing waste in order to increase profit and maximize employee business as part of a profit sharing program. In an article the following year, Bigelow (1938) discussed coaching by sales managers as a means of improving sales training.

Today managers and supervisors are being trained to use coaching skills in the performance of their jobs. In fact, some companies even call their supervisors ‘coaches’. As in the 1930s, sales departments today benefit from coaching and coach training.

References

Bigelow, B. (1938). Building an effective training program for field salesman. Personnel, 14, 142-150.


“Most great people have attained their greatest success just one step beyond their greatest failure.”

~ Napoleon Hill (1883-1970) ~
Mentor to W. Clement Stone and Og Mandino, among others

Biography