

PEER BULLETIN

A Magazine for Peer Assistance, Mentorship, and Coaching

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RETIRING PROFESSIONAL ATHLETES BENEFIT FROM PEER COACHES AND MENTORS

By Rey Carr



WHO'S HOLDING YOU HOSTAGE? MASTERING DIFFICULT CONVERSATIONS

By Mark Goulston



CAN COACHING YOUTH BRING BENEFITS THAT MENTORING CAN'T?

By Michael de Val



TRANSFORMING MENTAL ILLNESS TO MENTAL HEALTH THROUGH A COMMUNITY OF PEERS

By Steven Morgan

PLUS ARTICLES ON THE MYTHS OF POSITIVE PSYCHOLOGY, AND A NEW JOURNAL OF THE FUTURE OF COACHING; A TRIBUTE TO THREE MENTORS & THEIR LEGACY, CHAMPIONS, NEW STUFF, CONFERENCES, FUNDING, RESEARCH & MORE

Peer Resources

Navigation Tools for the Heart, Mind, and Soul™

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The 2014 National Peer Programs Conference will take place in Point Clear, Alabama February 12-14. Sponsored by the Jennifer Claire Moore Foundation and the National Association of Peer Program Professionals.

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The 4th Annual National Mentoring Summit will take place in Arlington, Virginia January 30-31.

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VIKKI BROCK



(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, the *Peer Bulletin* is privileged to include one of these stories. Note: Links typically are for current work of group or individual.)

Coaching developed in France and Germany in the late 1980s and early 1990s as it did in the English-speaking countries of the United Kingdom and the United States, although they may have called it different names, according to a personal comment from Hannes Entz. In France, coaching evolved from psychotherapy and psychology with strong Freudian roots, according to personal communications from Jane Turner and Alain Cardon. A 1971 French labor law stipulated that if large organizations did not spend at least 1.2 per cent of their salary mass on personal training, then the sum would be taxed, thus opening the gates for coaching.

Coaching in France began with transactional analysis, then neuro-linguistic programming according to Alain Cardon and Maryvonne Lorenzen. Cardon also described the French tradition as very analytical, "a mental approach of what went wrong...a lot of times questions are asked to understand what is going on...to find solutions that are analytical." Jane Turner founded Le Dojo in 1990 to train in human relations, NLP, TA and general semantics. Coach training was included in 1993 and included coaching certification in 1995. Also in 1995 Jane Turner created the French Society for Coaching ([SF Coach](#)) which

looked upon coaching as "a course of action to feel good and keep feeling good" and to reduce the influence of "cults" by contributing to the professional development of people free and aware of their choices.

German coaching developed from foundations in organization development, training, NLP, and workplace psychology. In 1986 in Germany, a colleague of Werner Vogelauer formulated a short article under the title *Coaching: Personal Counseling of Leaders*. The article stated that coaching was akin to "... personal counselling and clearing of the problem with a neutral talking partner who has experience with the business and private situations as well as experienced in professional conversation."

Vogelauer described the aims of a four session coaching process as:

- ✓ To work for a clear orientation to the problem and its parts;
- ✓ To establish a process for the further steps and solutions;
- ✓ To create a larger view and combinations for example to career planning; and
- ✓ To talk about according activities like literature, special seminars etc.

Similar to the contact method prevalent in North America, Vogelauer informed the German public that contact will typically occur by telephone, and the first session will take place at no cost.