

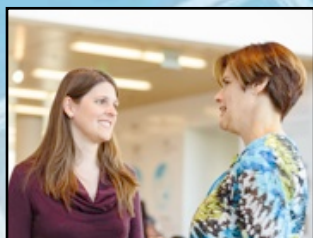
PEER BULLETIN

The Magazine for Peer Assistance, Mentorship, and Coaching

FEBRUARY 4, 2014

ISSN: 1488-6774

NUMBER 233



CAN MANAGERS ACT AS MENTORS?

By Marshall Goldsmith



SHOULD COACHES OFFER A NO-FEE INTRODUCTORY SESSION TO CLIENTS?

By Bev James



SOCIAL EXCLUSION: A THREAT TO WORKPLACE SAFETY & PRODUCTIVITY

By Julia Menard



HOW TO BUILD A MENTOR PROGRAM THE NFL WAY

By R.J. Morris



PEER ASSISTANCE AIDS NEW EMPLOYEE ORIENTATION

By Rey Carr

PLUS AN INFOGRAPHIC ON COACHING SALARIES; A TRIBUTE TO THREE MENTORS & THEIR LEGACY. PLUS NEWS ABOUT CHAMPIONS, NEW STUFF, CONFERENCES, FUNDING, RESEARCH & QUOTES FROM WORLD

Navigation Tools for the Heart, Mind, and Soul™

FEATURE ARTICLES

4 Not All Mentors Are Managers, But Most Effective Managers Act as Mentors

By Marshall Goldsmith

Mentoring is that part of the leader's role that has learning as its primary focus.

6 Should Coaches Offer Clients a No-Fee Introductory Session?

By Bev James

Six guides to prevent problems for coaches who use no-cost sessions.

8 Social Exclusion

By Julia Menard

Recent developments in British Columbia, Canada have led to a broadening definition of an unsafe workplace.

10 How to Build a Mentor Program the NFL Way

By R.J. Morris

Talent and creativity are not just left on the field for professional football players and their teams.

12 Peer Assistance Aids New Employee Orientation

By Rey Carr

The author suggests using a turnover proofing model that connects mature workers to new employees instead of a lecture- or binder- based orientation.

14 Canada's Business Development Bank Mentor Award

March 1, 2014 deadline means getting nominations in soon for your valued business mentor.

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Membership Flyer

SHORT & SWEET

Coach Salary Demographic

Sport coaches are the highest paid public employees in most of the states in the U.S.A.

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The National Conference on Peer Support in Ottawa

Peer-based recovery and peer-based delivery of mental health will be featured April 30-May 2.

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Mentors in Memorium

Three mentors, Jim Paratore, John Young, and Eleanor Roosevelt inspired thousands and left a legacy in feminism, leadership, education, and entertainment.

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From the Sourcebook of Coaching History

By Vikki Brock

Coaching in Japan was ignited by an American model and also fit well with cultural traditions.

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Tweets from Peer Resources in January

Tweets sent to Peer Resources Network members with several key links to resources unavailable for the January *Peer Bulletin*.

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FROM THE SOURCEBOOK OF COACHING HISTORY COACHING IN JAPAN IGNITED BY AN AMERICAN MODEL

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 2014, the *Peer Bulletin* will include one of these stories. Note: Links typically are for current work of group or individual.)

Coaching in Japan, much like coaching in the United Kingdom, grew out of the North American tradition. The key players in the emergence of coaching in Japan were Mamoru Itoh, Masato Homma, and Hide Enomoto.

In Japan Mamoru Itoh founded a human awareness company called IBD "It's a Beautiful Day" which was based on Lifespring. According to Masato Homma, Mr. Ito wrote a simple cartoon type book with the same name and sold 300,000 copies by 1998, and trained almost that many individuals in the It's a Beautiful Day conversation, which was about creating from a more conscious level or view of the planet. In 1998 Mr. Ito started Coach 21 and licensed Coach U materials for use in Japan.

Another Japanese company, PHP (Peace and Happiness through Prosperity), was run by Mr.

Tajika, who used to work for Breakthrough Technologies, which was Landmark Japan. In Breakthrough Technologies trainings a facilitator is called a coach. Masato Homma, creator of Learnology (the science of learning), at one time worked for PHP providing corporate management training and indicated PHP's coach training program content was NLP based.

In 1999 Enomoto published a coaching book called *Stretch Your People by Coaching*; by 2006 it had sold more than 100,000 copies (Enomoto, 2006, pers. com.). The response was so great that Enomoto was able to bring CTI to Japan in May 2000, when H. Kimsey-House and Enomoto himself presented the first workshop. According to Enomoto (2006, pers. com.), "I thought we might have to change how we present our programs, but it turned out that I was wrong. Japanese people loved it the way it was."



(This article is available as a PDF [here](#).)

"Fritz Perls (1893-1970), co-developer of Gestalt therapy, emphasized being in the here and now, and taking responsibility for our choices."

~ Vikki Brock ~
Executive leadership coach and author
[Biography](#)

