

PEER BULLETIN

The Magazine for Peer Assistance, Mentorship, and Coaching

APRIL 1, 2014

ISSN: 1488-6774

NUMBER 235



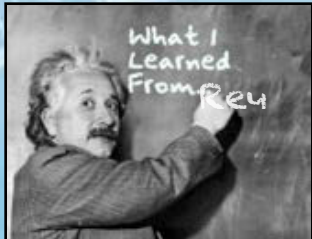
BEST PRACTICES: BARRIER OR BOOST FOR MENTORING, PEER ASSISTANCE AND COACHING?

By Rey Carr



FIVE SIGNS YOUR MENTORING IS GIVING YOU BAD ADVICE

By Robert Sutton



REVERSE MENTORING IS A NEW TREND IN COMPANIES

By Betska K-Burr



WHAT IF I'M ON A TEAM THAT I'M NOT THE BOSS OF?

By Julia Menard



TEN GOOD THINGS TO KNOW ABOUT CREATING EBOOKS

By Val Swisher & Devorah Ashlem

PLUS THE RESULTS OF A POLL ON SIGNATURE LINES; AN ARTICLE ON COACH REFERRAL SERVICES; A TRIBUTE TO THREE MENTORS & THEIR LEGACY. AND NEWS ABOUT CHAMPIONS, NEW STUFF, CONFERENCES, FUNDING & EMPLOYMENT OPPORTUNITIES, AND RESEARCH & RESOURCES

Navigation Tools for the Heart, Mind, and Soul™

FEATURE ARTICLES

4 Best Practices: Barrier or Boost for Mentoring, Peer Assistance or Coaching?

By Rey Carr

As helping disciplines struggle for credibility, “best practices” and “evidence-based” have become prevalent buzzwords.

10 Five Signs Your Mentor is Giving You Bad Advice

By Robert Sutton

Determining what to pay attention to and what to ignore may be a key element in mentor conversations.

14 Reverse Mentoring as a New Trend in Companies

By Betska K-Burr

Turning mentoring upside down is paying off for many corporations.

16 What If I’m on a Team that I’m Not the Boss Of?

By Julia Menard

Having influence without authority may be a struggle for members of work teams.

18 Is It Worthwhile Being Listed in a Coach Referral Service?

By Rey Carr

Coach referral services promise more than they deliver. We review them all to find the best.

20 Ten Good Things to Know About Creating eBooks

By Val Swisher & Devorah Ashlem

Two experts in converting work into an ebook provide practical tips and ideas for success.

NEWS

29

Exclusive Offers for Members

33

Peer Bulletin Quiz

34

What’s New

38

Champions

40

27 Funding Options + RFP

48

Research Studies

51

Books for Review

52

Attend an Event

53

Copyright

54

Membership Flyer

SHORT & SWEET

Do Your Signature Line Include Credibility Crushers?

19

Mike Figliuolo shares some data on what people think of signatures that have cute role titles.

Mentors in Memorium

27

Three mentors, David Brenner, Paco de Lucia, and Margaret Robertson inspired thousands and left a legacy in comedy, journalism, and musicianship.

From the Sourcebook of Coaching History

28

By Vikki Brock

Coaching in Australia may be started by outside sources, but now excels on its own.

A Rocky Ending to a Mentoring Relationship

31

Two art teachers who rose to fame on public television couldn’t share the brushes and canvas.

The Latest from the Chronicle of Evidence-Based Mentoring

35

Research studies, discussion forums, and resources on youth mentoring abound at this site.

Tweets from Peer Resources in March

36

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

COACHING IN AUSTRALIA EXPANDED QUICKLY

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 Australia grew from several different traditions simultaneously. One was the *Coach U* license for Australia and New Zealand procured by Tony Fitzgerald in 1998. Another was the founding of *Results Coaching* by David Rock in 1998. Christine McDougall, who trained at Coach U in 1997, became a member of the ICF board in 1998, launched the *International Coach Federation Australasia* in Australia and New Zealand in 1999, and was another key player in Australia. By 2009 the ICFA had over 1,100 members, and Australian Karen Tweedie became the President of the 20,000 member ICF Global.

During the late 1990s, Australian psychologists and various other people-development professionals were engaged in coaching mainly in sports, education, business and lifestyle domain. In 1999 Ray Elliott hosted “A Dialogue About Coaching From Different Psychological Perspectives” within the Australian Psychological Society (APS), and by 2000 had turned his focus to coaching psychology within APS.

Cynthia Thoreau was identified by Dr. Anthony Grant as one of the pioneers and founders of the business coaching movement in Australia, as separate from coaching psychology. With two PhD degrees, one in adult learning and one in clinical psychology,

Thoreau began presenting communication skills training courses for managers in the mid-1980s, combined with follow-up coaching. The style was similar to the one used by Marshall Goldsmith. John Matthews is another American who worked for Cynthia Thoreau early on in 1996 until he left to set up yet a different coaching style that more suited his background in Eastern and Western spirituality.

Two other players in Australia were Perry Zeus and Suzanne Skiffington. In the early 1990s, working with clients in the telecommunications sector, they developed some assessment tools that were used to select suitable candidates to be trained by Zeus as internal coaches—they did not call it coaching, however, as organizations still had their clinical psychologists inside the company. Zeus began using the term “coaching” to market to prospective clients in 1993–1994, after he did some research and found some articles about life skills coaches in New York in the 1970s (these life skills coaches are the same ones who were used as the model for the Canadian NewStart Life Skills group training). By 1994 they were rolling out services to the financial and insurance industries Australia-wide.

In next month's *Peer Bulletin* I'll continue this focus on Australia with an emphasis on Australia's Anthony Grant and the rise of evidence-based coaching.



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