



The International Journal of
Coaching in Organizations™

ijco

From the desks of the Co-Editors

William Bergquist and Sue Drinnan

This article first appeared in the *IJCO International Journal of Coaching in Organizations*™, 2011 Issue 31, 8(3), 4. It can only be reprinted and distributed with prior written permission from Professional Coaching Publications, Inc.™ (PCPI). Email John Lazar at john@ijco.info for such permission.

Journal information:

www.ijco.info

Purchases:

www.pcpionline.com

ISSUE 31,8(3)

ISSN 1553-3735

© Copyright 2011 PCPI.
All rights reserved worldwide.



Professional Coaching Publications, Inc.™



FROM THE DESKS. . .

Of the Co-Editors

Health care throughout the world is undergoing profound changes. These changes relate to many diverse factors, including economics, medical technology, changing lifestyle and nutritional habits, and government regulations. It seems during the past two decades that whenever a sector of society is in the midst of profound transition, there is a call for organizational coaching. *IJCO*TM has featured sector-related coaching challenges throughout its publishing history. In 2009, *IJCO*TM featured an issue that focused on coaching in financial institutions, and in previous years *IJCO*TM focused on coaching in closely-held enterprises, in global enterprises, and in various kinds of alliances and partnerships.

In the current issue we begin with several articles written by two physicians, Dr Harry Gibbs (“Physician, Heal Thyself: Coaching the Health Care Provider”) and Dr Michael Cassatly with Anne Power (“Succeeding in Health Care Reform: Developing Physician Leaders as Coaches”) that focus on physicians coaching physicians and helping their colleagues become more coach-like in their work as leaders in health care organizations. We then turn to an article written by Sandra Boeschen (“Coaching in Health Care: Focus on Physicians”) regarding coaching physicians who are emergent leaders, and an article written by Donna Stoneham (“Changing Practices, Transforming Paradigms: Accelerating the Development of Health Care Leaders”) regarding the role played by coaching in even broader leadership development in health care organizations. Joanne Schlosser and Sandy Scott (“Coaching: An Innovative Approach to Developing Leaders at Banner Health”) provide us with an even broader landscape rendering of organizational coaching throughout a major health care system, while Kathy Taberner (“Health Care Professionals: Learning a Different Conversation”) invites us to take a more focused look at a specific coaching strategy: asking questions rather than telling strategies.

*IJCO*TM provides us with two alternative approaches to the description of coaching services being offered in contemporary health care organizations. First, we offer a brief case study (“The Challenge of Grassyhills: A Health Care Coaching Case Study and Four Responses”) regarding a difficult physician who seems to be in need of coaching. We invite three seasoned practitioners, David Drake, Padraig O’Sullivan, and Thomas Hellwig (as well as Sue Drinnan), to suggest how they would coach this potential client—and in several cases how they might reframe the coaching engagement to involve yet other members of this health care organization. Finally, we are trying out something new in this issue of *IJCO*TM. As recruited and compiled by one of us (Sue Drinnan), we are offering a set of four mini-articles written by Brenda Olinek, Cathryn Lecorre, Trevor Maslyk and Connie MacKinnon, and Emma Sedgwick and Mike Roddis (“Small Can Be Big: The Impact of Small Coaching Projects in Health Care Systems”). These are a sample of small- to medium-sized projects providing a platform to offer five required elements to take a project to the next stage of being sustainable and accepted more widely in the organization.

We hope that you find something of value in this issue, whether you are yourself working in or coaching within health care, or are a citizen who is concerned about the direction in which health care is moving. We are all committed to the patients and professionals in health care, and for them to be supported and cared for in the most effective, best way possible. To achieve this, we will need organizational coaching strategies which will guide this movement in a purpose-driven, constructive, and financially viable direction.

William Bergquist
Sue Drinnan

Resource Center for Professional Coaching in Organizations

IJCO The International Journal of Coaching in Organizations™ is the signature publication of Professional Coaching Publications, Inc.™ (PCPI). In addition to this internationally acclaimed journal, PCPI publishes books on topics of interest to those in the coaching community, whether practitioner, decision maker, or end user. You can count on PCPI, Inc. to provide content that pushes the envelope — bringing theory, research and application together in ways that inform, engage and provoke. Visit the PCPI website, www.pcpionline.com, to view and purchase our growing line of products.

If you have administrative questions, please refer them to our *IJCO*™ Office Manager, at officemanager@ijco.info. For advertising, marketing and operations inquiries, please refer them to John B. Lazar, *IJCO* Executive Editor, at john@ijco.info. Please submit unsolicited manuscripts for peer review consideration to the *IJCO* office manager at officemanager@ijco.info.

Visit Both Our Sites at Your Convenience

Journal information:
www.ijco.info

Purchases:
www.pcpionline.com

