



Status Report 2004: Coaching in Organizations

From the Editorial Desk

Practitioners of coaching in organizations know that the burgeoning growth of the field is an important development with wide-ranging implications. Practitioners also know that this is a field that has been emerging and undergoing continual redefinition through the efforts of its members. Exactly how is coaching in organizations being developed as a field of practice?

In this issue of *IJCO* we offer insight into the development of coaching in organizations through our theme: the status of organizational coaching in 2004. Our perspective is a look at the work of experienced organizational coaches who have been working together in various settings to continually define, develop and upgrade the quality of the field. We have chosen this theme because we believe it is important to our readers to know the breadth and depth of work being undertaken by practitioners to guide the growth of organizational coaching so that it represents the values of integrity and professionalism.

We begin this survey with a document that represents a major development in the field of coaching in organizations. This document is the Charter for the International Consortium for Coaching in Organizations. This organization is an outgrowth of the work of the Executive Coaching Summits (about which we write later in

this editorial desk statement) and is being developed via a task force process under the direction of John Lazar. The Consortium is being established as a member organization focused on examining, promoting and advancing the field of professional coaching in organizations and will draw its membership from organizational clients as well as coaches, training companies and academics. For readers interested in the growth and development of this field, the ambitious goals and value proposition of the Consortium will be of great interest.

Next we take a look at another “first” for coaching in organizations: the first interactive executive coaching panel offered at the 8th annual International Coach Federation conference in 2003 in Denver. The report on this event by Joan O’Wright, MCC, highlights the richness and depth of experience that emerged from this discussion among seven top executive coaches on topics ranging from confidentiality to measuring the return on investment of coaching, with sage advice sprinkled in liberally. Readers will gain tremendous insight and many ideas to enhance their own experience.

The international growth of coaching in organizations is an important focus of the *IJCO*, as indicated by our name. This issue wouldn’t be complete without the report from the First European Executive Coaching Sum-

mit held in Italy in May, 2003. Under the expert guidance of a dedicated team, lead by coach and author Philippe Rosinski, and with the sponsorship of the International Coach Federation, this Summit group produced a fascinating report recounting the work of executive coaches from many countries and cultural backgrounds. The report recounts the group's work on issues ranging from European contributions to the field, to best practices. Readers will find it rich with information and wisdom to enhance their practices and their understanding of executive coaching's potential.

Finally, we turn to a document that is of historical interest as well as pointing the direction for future development in the field of coaching in organizations. This document is the Executive Summary of the Third Executive Coaching Summit (ECS III) that was held in August of 2001. Readers will be intrigued by the reports of the work done at this summit meeting. This by-application/invitation Summit brought together some of the most experienced organizational coaches from the US and abroad, both internal and external, in a community of practice.

ECS III took place in Chicago and drew 31 experienced executive coaches who worked together to develop community, build professional skills, and build further definition around the field of coaching in organizations. During the Summit, participants explored a wide range of coaching approaches, fees, marketing niches and professional skills. This fascinating report by organizational coach Leigh Henderson of New York City includes interesting information on demographics and a bibliography compiled by participants.

In future issues of *IJCO*, we will continue the tradition of publishing executive summaries from the Coaching Summits. In 2005, we will publish the summary report of ECS IV--which continued the process of the first three

summits, implementing many of the community suggestions from the previous year. Seventy one experienced executive coaches met in Atlanta in 2003, again with the sponsorship of the International Coach Federation. It was during this Summit that *IJCO* was born, created as an initiative by Bill Bergquist and John Lazar, who gathered the first *IJCO* editorial board and with it, the support needed to launch this journal.

ECS V took place in Denver in 2003. Its report has not yet been released; we plan to publish it when available. This Summit continued the work of the previous four and led to the initiation of the International Consortium for Coaching in Organizations. We have published the Consortium's proposed Charter in this issue.

We also have our quarterly tradition of timely commentary by Mike Jay. In this issue, Mike talks about coach credentialing, its pros, cons and alternatives. Whether a practitioner, a purchaser, or an end-user of coaching services, we believe you will be engaged by his perspective.

We invite your comments and thoughts about the state and direction of coaching in organizations in 2004 as represented by these reports. And we invite your suggestions and ideas, as well as your participation. Through your continued support of the *International Journal of Coaching in Organizations*, the new International Consortium for Coaching in Organizations, and other professional groups dedicated to the enhancement of this field, coaching can and will increase its impact on the quality of global leadership and organizational success.

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