



Organizational Coaching: The Open Forum

From the Desks of the Co-Editors

As the music lyrics state, “The weather outside is frightful...”, at least here in Denver and Chicago. And when one reads the headlines in the newspaper or on the e-news website, one can be swept away by the challenges we face almost daily, from the failure of our institutions to economic distress to killer weather to terrorism. The other side of the spectrum, less publicized but often equally present, is the gift of family and friends and loving relationships, challenging work, good health, and the opportunity to contribute to people, issues and causes larger than our little selves. As adults, we have the chance to make sense of all of this, to set our direction with internal and external compasses, to both “tether our camels and trust Allah” (to be in action and have faith, as the Osho Neo-Tarot story goes), and even to find or create the affirmative in everything we experience.

This journal is an expression of that orientation of tethering and trusting. And while the articles from the last issue spoke about ancient wisdom and its relationship to coaching, this unthemed issue offers many threads, historical and current, that weave a different but related perspective about coaching in organizations. We start with an article on the use of 360° instrumentation (Edelstein and Hanley) and its opportunities and cautions in use. We continue a tradition by publishing the transcript of the 2004 ICF Conference panel discussion about executive coaching, moderated by Joan Wright. We conclude a trilogy of explorations on executive coaching that started with our 2005 Issue Two, by sharing the dialogue among three seasoned executive coaches (Sandstrom, Miller and Johnson)

Wisdom is further served through her focus on and recommendations about your considerations how and whether or not to build your coaching practice (Pomerantz). We are glad to have the summary of the 2003 Executive Coaching Summit (Sansom, Around-Thomas and Guilday) and their synthesis of themes, desired directions and action items based on that and prior Summits.

We have the pleasure of sharing two coaching articles we were unable to include in our 2005 Issue One on research. The first is a survey of the coaching research with a methodological critique (Evans and Caesar). The second, drafted by colleagues in the U.K., explores key issues when evaluating the provision of coaching from an organizational context and factors that help or hinder evaluation practice (Carter, Wolfe and Kerrin). We finish the weaving of our lively tapestry with Mike’s Musings (Jay), a feature in each issue, which piques our interest and challenges us to bring lightness and play to our work. Thanks, Mike!

This time of year seems filled with symbolism, a ready invitation for reflection. This year, Christmas, Hannukah and Kwanzaa occur almost concurrently. We have much to be grateful for, as well as far to go in our travels. There are many communities to touch and connect, heal and enable. Twelve issues of *IJCO* are in the can. Look for a message from the Co-Executive Editors in our next issue for hints and glimpses about the shape this journal will take in 2006 and beyond. Thanks for the chance to contribute. Thanks for accepting our invitation to play in this most worthy endeavor.

Leslie Hilton

John Lazar

The *IJCO* Logo: What Does It Represent

The co-editors of *IJCO* have often been asked about the logo that adorns all covers of the journal, as well as subscription forms, policy statements, etc. This logo comes from a much larger work of art—a statue called *Kabala*--that was created by Julian Harr. The logo represents two birds (vision) , two hands (support) or two flames (energy). We think that vision, support and energy are three of the key ingredients in effective organizational coaching practices.