From the desks of the Co-Editors

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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™ has featured sector-related coaching challenges throughout its publishing history. In 2009, IJCO™ featured an issue that focused on coaching in financial institutions, and in previous years IJCO™ 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™ 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™. 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.

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Resource Center for Professional Coaching in Organizations

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