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The International Journal of Coaching in Organizations

*THE BEST OF IJCO:
A CELEBRATION OF PERSPECTIVES*



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By William Bergquist and John Lazar

“The International Journal of Coaching in Organizations will seek to promote the sharing of wisdom, insights, theories, models and practices among professional coaches. This journal is specifically designed to address the needs of those practitioners who are facilitating one-to-one, mutually designed relationships with key contributors who are operating from positions of influence within organizations throughout the world. This journal is also intended for those leaders and users of professional coaching services who are accountable for highly complex decisions with wide scope of impact on their organization and society as a whole.”

—From the IJCO
Mission Statement
(IJCO, 2003, Issue One, p. 8)



...of the Co-Executive Editors

There are many challenges associated with the production of a new journal—especially in a relatively new field of endeavor. There are the obvious problems associated with marketing, production, finances and distribution. Less obvious problems must also be faced about the nature and tone of the journal – about its fundamental mission, vision, values and purposes. We have faced all of these problems, as the co-founders of *The International Journal of Coaching in Organizations*. While we have received great support and wise advice from members of our Editorial Board, it is ultimately our responsibility to ensure that *IJCO* is a publication that is of highest quality and relevant to the issues facing both the users and providers of organizational coaching services. Frankly, it has not also been easy for the two of us to shoulder these responsibilities (especially given that both of us make our living doing other things—including the delivery of coaching services ourselves). At times, we have been challenged, discouraged, disappointed or downright frustrated, and asked ourselves and one another why we ever started this journal in the first place.

The answer to our query about why we started this journal has arrived full force with this special issue of *IJCO*. We now know (or at least have reaffirmed) why we publish this journal—it has to do with the exceptional ideas and

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analyses contained in the articles to be found in this issue of *IJCO*. We made the decision last summer to do something different in this, our fifth year of publication. We decided to re-publish the best articles from the first four years of *IJCO*, based on selections made by our editorial board members. We then asked the authors of these articles not only to permit us to republish their work (with a little bit of additional editing in a few cases), but also to provide us with a brief commentary or update in which they would reflect on why they think their article was chosen, what the reactions have been to their article, and what new ideas they have related to the topic of their article. We were delighted and, frankly surprised, to have the authors of all nine articles agree to prepare the commentary, as well as have their article republished. All of the authors (including the two of us) felt quite honored to be selected and have been very helpful in the preparation of this special issue of *IJCO*.

We are very pleased with the content of this special issue and have learned or re-learned many wonderful lessons about organizational coaching through reviewing these articles and commentaries. We hope you will similarly benefit from reading these articles (for the first or second or even third time). Each article represents a major contribution to the field of organizational coaching—helping us craft an enduring profession, a new discipline, or perhaps one of those invaluable and distinctive interdisciplinary fields of human service that are needed to effectively address the leadership challenges of our 21st Century.

William Bergquist

John Lazar