

Philosophy of Coaching

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Editor's Introduction

Welcome to the November 2021 issue of *Philosophy of Coaching*. This is the first issue that we edit together. Firstly, we would like to extend our gratitude to previous editors Paul Lawrence and Gordon Spencer, Dr Julian Humphreys, the founder of this journal, our reviewers contributors, and readers, who have been helpful and patient as we get to grips with this new endeavour.

Following on the ethos already established by our predecessors, our aim is to create a space for debate, creativity, cutting edge thinking and new reflections in coaching. We want to encourage academics and practitioners to use the *Philosophy of Coaching* journal as a platform to stretch the boundaries of their thinking, without necessarily having to carry out original experimental research. Help us shape the future of the journal by contributing ideas for papers that help us fulfil this ethos. Please note the call for papers on pages 3 and 4.

The world of coaching is forever changing as it responds, albeit very slowly, to societal emergent needs, systemic challenges and demands coming from clients and other stakeholders. What is next for coaching in the post-VUCA world? Coined by the American military in the 1980s to reflect some of the world's experience after the Cold War, the term VUCA (Volatile, Uncertain, Complex and Ambiguous) perhaps no longer truly reflects the experience of a world that grapples with a global pandemic, where metaverse is the next digital frontier (metaverse is where humans live in a digital universe), and whose survival is ultimately at risk. Technology futurist Jamais Cascio has offered an alternative to VUCA, creating the new acronyms BANI – Brittle, Anxious, Nonlinear and Incomprehensible. Whether we adapt the language we use to describe our current experience or not, it is undeniable that the world is experiencing some profound changes. We would like this journal to reflect these changes and to become a platform for the discussion of new thinking and paradigms.

This issue includes two papers and one book review. Coincidentally, the two papers explore aspects of reflecting, in coaching and in supervision, taking radically different approaches. The first article invites us to consider the moral lens of our reflections as coaches, and the second champions creativity, in the form of music, in coaching supervision.

In the first paper, Andrew J. T. George makes the case for ethical reflection. He argues that coaches could benefit from considering the virtue of applied wisdom (phronesis) in their reflections. Although reflecting on one's practice and professional development is often encouraged in coaching, there is no moral imperative attached such activities. The author explains that moral reflection can have a positive impact on flourishing. It can support discussions around ethical dilemmas of both coaches and their clients. Finally, it can develop ethical maturity.

In the second paper, Beth Clare McManus and Dr Andrea Giraldez-Hayes present a qualitative study that explores the use of music and mark-making as a creative tool in coaching supervision. The findings point to the impact of this innovative method, which seems to enhance and support reflective practice.

Lastly, Francoise Orlov reviews *The Coaches' Handbook: The Complete Practitioner Guide for Professional Coaches* by Jonathan Passmore. This eclectic book combines theory and practice, covering a wide range of approaches, skills and techniques, useful for novice and seasoned coaches alike.

We hope you enjoy this issue of the journal.

Happy reading!

Dr Ana Paula Nacif & Dr Andrea Giraldez-Hayes

Co-editors

Call for Papers

Special issue on equity, equality, diversity and inclusion in coaching

Coaching is, by its nature, inclusive. However, the coaching industry is increasingly aware of the need to do more to address systemic issues around equity, equality, diversity and inclusion.

In a newly-published report *Racial justice, equity and belonging in coaching* (2021), Charmaine Roche and Jonathan Passmore call for a step-change in the coaching industry to increase attention to racial equity and social justice, and a conscious stance towards advancing the anti-racist agenda. Alongside racial justice, there are myriad perspectives for coaches, supervisors, educators, professional bodies and coaching providers to consider, including gender, age, disabilities, sexual orientation, neurodiversity. Over the past few years we have seen keynotes, interest groups and books explore the topic from a variety of perspectives, including the need to listen to different voices. For example, the Association for Coaching has published a series of podcasts on the topic, including titles such as *Beyond Diversity and Inclusion to Anti-oppression, Liberation & Freedom*, *The Democratisation of Coaching* or *Measuring Diversity, Equity & Inclusion in the Workplace*.

How do we learn more from coaches with different cultural, ethnic or social backgrounds? How do we work with a diversity of clients? How does the coaching profession understand equity, equality, diversity and inclusion?

To address these and related questions, we invite scholarly papers from various disciplines and academic perspectives.

If you have questions about whether your paper might be a fit, please reach out to one of the journal's editors.

General topics

Submissions on other topics related to coaching are also welcome.

Submission of full papers: March 15th, 2022

Publication: May 2022

Please send submissions to ana@philosophyofcoaching.org or
andrea@philosophyofcoaching.org

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