

Philosophy of Coaching

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Editor's Introduction

Welcome to the May 2022 issue of *Philosophy of Coaching*. In this issue, the main focus is on equity, equality, diversity and inclusion in coaching. This is a growing field of discussion which will undoubtedly impact developments in the coaching industry and our professional practice.

The first three papers of this issue address a particular aspect of this agenda. In the first paper, Angela Carter and colleagues examine the experience of Black leadership coaches as they navigated racial tensions in the workplace after George Floyd's death in May 2020. The paper reflects on the role of coaching in supporting policies and practices toward racial equity.

The second is a position paper by Charmaine Roche, who critiques current reflective practice and coaching ethics that emphasise individual self-awareness rather than social and critical consciousness. The author argues for critically reflective action learning as an alternative to existing Euro-centric approaches.

In the third paper, Fiona Wilkinson and Susan Rose present the findings of a qualitative study which explores lower self-confidence amongst female leaders and the role of coaching in supporting their career progression.

The fourth paper focuses on coaching evaluation practice. In this position paper, Miriam Schneider and colleagues discuss the barriers to evidence-based coaching evaluation, particularly of programmes delivered in organisational settings.

Lastly, James Bridgeman reviews *How to thrive as a coach in a digital world: Coaching with Technology* by Sam Isaacson. The book explores how technology is changing our world in myriad ways and how its use in coaching can benefit coaches, clients, and supervisors.

We hope you enjoy this issue of the journal.

Happy reading!

Dr Ana Paula Nacif & Dr Andrea Giraldez-Hayes

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