

Coaching at Work

“Reviews”

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MORE TIME TO THINK

A WAY OF BEING
IN THE WORLD



The greatest gift we can offer each other is the framework in which to think for ourselves

NANCY KLINE

Book

Title More Time to Think: A Way of Being in the World
Author Nancy Kline
Publisher Fisher King Publishing
ISBN 978 19063 7710 6
Usefulness ★★★

“Language matters. We live it and in it”, “Ask people who are never asked”, “How far can you go in your own thinking, before you need mine?”

A sequel to Nancy Kline’s *Time to Think*, this book offers a no-nonsense refresher on the author’s way of being in the world. Kline recaps: listen, give full attention, be at ease and remember the appreciation-to-criticism ratio of 5:1. The tone of the book mixes global economics and family mediation, with big sisterly advice.

Kline really does live the desired behaviours for people to maximise their creativity and thinking. I should know. When I met her she gave me the beautiful, heartfelt attention of a

sincere ‘hello’; I was all of a fluster because I’d bumped into someone famous.

More Time to Think is a rap over the knuckles for those of us who practise the Thinking Environment but have become a bit slack. Kline adds intensity to the concept of self-limiting assumptions, with her ‘interlocking untrue assumption’ concept. It’s what happens when couples or teams achieve stalemate. They need help to unearth what’s blocking success.

Like an older sister, Kline looks over your shoulder counselling you to leverage diversity. She challenges note taking: it lessens attention. Above all, she reminds us to listen. Really listen.

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TALES for COACHING



Using Stories and Metaphors with Individuals & Small Groups

Margaret Parkin

Book

Title Tales for Coaching: Using Stories and Metaphors with Individuals and Small Groups
Author Margaret Parkin
Publisher Kogan Page
ISBN 978 07494 3521 9
Usefulness ★★★

This book was a tale of two halves. The first half introduced story-telling, explaining its relevance to coaching, and making the connection with the audience.

As a practitioner trainer, Parkin has stocked her book with activities including reframing and working with metaphor. In one example she relates the problem of a “lack of sales” to Sherlock Holmes and missing clients, in order to help a client gain new perspective.

The second half is packed with stories linked to good coaching questions. I liked the way the stories were themed into coaching areas: envisioning and goal setting, problem solving,

reframing and creativity, empowerment, success and self-esteem. Some would be easy to recall for a coaching session. For example, Brer Rabbit and the Tar Baby using reverse psychology: “What problems are you stuck on?” and The Processionary Caterpillars who follow their leader: “In what way are you like the caterpillars?” I particularly liked the coaching question: “What things would you do if you knew you could not fail?”

Parkin seems to write as she speaks and shares something of herself with humorous asides.

It is an easy, accessible read with lots of ‘how to’s’ and ‘how not to’s’.

Elaine Robinson is a programme leader (executive education) and senior lecturer, HRM, at Nottingham Business School