



Challenging Coaching: Going beyond traditional coaching to face the FACTS

John Blakey, Ian Day

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Based on the authors' extensive experience working with international Board level teams, Challenging Coaching suggests that for too long coaches have shied away from adopting a more challenging stance in their work - a stance that can provoke greater performance and unlock deeper potential in business leaders and their teams. In particular, the authors offer a new coaching approach, FACTS, to help coaches develop this challenging stance. The FACTS approach with its emphasis on FeeDavies-Blackack, Accountability, Courageous Goals, Tension and Systems Thinking is explored in theory and in practice using case studies, example dialogues and practical exercises. Long held coaching principles such as being non-directive, building rapport and holding to the client's agenda are put under the spotlight with the authors questioning their relevance to a 21st century business environment where the needs of the wider business must take precedence over the “me me me” of any specific executive. This is a timely wake up call for anyone who is responsible for the performance of others - be they coach, business leader or leadership development expert. An original and thought-provoking message that dares the reader to face the FACTS, and accept the coaching challenge.

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