



# The Mindful Coach: Seven Roles for Facilitating Leader Development

*By Doug Silsbee*

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Praise for The Mindful Coach

"Success in business is predicated on eliciting the best from people. The Mindful Coach clearly articulates the essentials of how to do this. As someone who believes deeply in the potential of all people, I found Silsbee's approach both practical and profound. This is a must-read for everyone concerned with people and learning."—Arthur M. Blank, philanthropist; cofounder, The Home Depot; and owner and CEO, Atlanta Falcons

"The Mindful Coach is not just another coaching model. It is a frame of reference for anyone involved in developing people. This highly readable book should serve as a reference for anyone genuinely concerned about helping others. It has had a significant impact on the way I approach coaching and developing others."—James N. Bassett, M.Ed., employee development, Institute of Nuclear Power Operations

"The Mindful Coach digs deeply, offering a lens and structure for understanding the intimate and necessary connection between relationships and human development. No other skill set, knowledge, or awareness is more important to educators, leaders, and managers than what is presented in this precious volume."—Robert C. Pianta, Ph.D., dean, Curry School of Education, University of Virginia

"This revised edition provides the structure for presence, through which new solutions become available. This book itself is a practice in the art of 'becoming,' while providing a clear action framework for powerfully engaging others with their own development. Silsbee has provided a gift to leaders, teachers, and coaches!"—Connie Maltbie-Shulas, manager, V-22 Training Systems, Boeing

"This book has broad appeal not only for coaches, but also for managers, executives, and consultants. Leaders of all kinds can benefit from Silsbee's clear and caring process for bringing out the best in people. This is a must-read book for anyone who wants to jump-start themselves and others on their journey to

their potential."—Diana Whitney, Ph.D., author, *The Power of Appreciative Inquiry*

"This is the guide for leaders committed to helping others learn. The seven roles will help any leader facilitate more meaningful development conversations. This new edition engaged me instantly, with immediate applications in key relationships."—Darelyn "DJ" Mitsch, MCC, president, The Pyramid Resource Group; former president, The International Coach Federation

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### Editorial Review

#### Review

... takes 'coaching' well beyond popular models into a deeply intentional practice of intentionality and professionalism at their highest levels. -- *James Burke, PhD; Director, Workplace Initiatives Program, Virginia Commonwealth University*

Doug's analysis is clear and intuitive. Its simplicity allows it to be easily used, yet it's rich in detail. -- *Chris Dennen, PhD; Director, Adventure of the American Mind*

Silsbee's approach is both practical and profound. this is a must-read for everyone concerned with people and learning. -- *Arthur Blank; Co-Founder, Home Depot*

The Mindful Coach is personal, spiritual, systematic, and insightful. This is Thich Nhat Hahn meets Stephen Covey! -- *Barbara Fulmer; Director of Training, Jenny Craig International*

The Mindful Coach provides an inspiring and practical roadmap for developing masterful coaching skills on the job. -- *Karen Wunderlin; Consultant, Former VP/Marketing, GE*

With its pertinent perspective, The Mindful Coach will bring an extra, fruitful dimension to the coaching relationship. -- *Henry Berry; The Small Press Book Review*

#### From the Author

Writing this book has been an enormous pleasure and challenge. Many people have contributed in one way or another. I'm pleased to offer this book, not only to professional coaches, but to all professionals who take their own development, and that of others, seriously.

Coaching and developing people is a critical capability of leaders in any field. This book provides a practical method for doing this more skillfully, based on a proven approach. The reader looking for a set of skills and tools will be happy with the practical tools included here.

The book, however, goes beyond tools and skills. The uniqueness of this book is the particular emphasis on the corresponding development of the coach. The act of coaching itself, when entered into by a thoughtful practitioner, provides a constant invitation to learning.

In my own work with leaders in business, government, and education, I've often felt that I was learning alongside those I was working for. The underlying premise of this book is that we can't truly serve the learning of others unless we are, at the same time, doing our own work. As you coach, you must also be a learner. It's my hope that the book will both inspire and guide you toward this end.

#### From the Inside Flap

Nearly everyone coaches at one time or another. As parents, teachers, managers, consultants, executives, therapists, or clergy, we foster the learning and growth of others as a seminal aspect of our relationships with them. Emphasizing a potent combination of self-awareness, partnering, and the skillful deployment of coaching roles, The Mindful Coach provides an essential roadmap for anyone responsible for supporting the development of people.

The Mindful Coach unites modern Buddhist perspectives on mindfulness with the Septet Model, an architecture for entering and navigating the coaching relationship. The model differentiates and applies seven key roles played by all professionals charged with promoting growth and change. Artfulness in coaching requires using these distinct "Voices"--- Master, Partner, Investigator, Reflector, Teacher, Guide, Contractor --- flexibly in service to the learning needs of those we are developing.

Coaching is ultimately about the learner, not the coach. Through the cultivation of mindfulness, we become able to recognize and suspend our own agendas and judgments to place ourselves truly in service to the learner. The results? Strong coaching partnerships. Developed, self-reliant and fulfilled people. Higher levels of effectiveness and performance. Self mastery for both coach and client.

This book shows how.

## **Users Review**

### **From reader reviews:**

#### **Spencer Fuentes:**

As people who live in often the modest era should be up-date about what going on or information even knowledge to make them keep up with the era that is always change and move ahead. Some of you maybe will certainly update themselves by examining books. It is a good choice in your case but the problems coming to anyone is you don't know what kind you should start with. This The Mindful Coach: Seven Roles for Facilitating Leader Development is our recommendation to help you keep up with the world. Why, as this book serves what you want and want in this era.

#### **Belinda Bedard:**

This The Mindful Coach: Seven Roles for Facilitating Leader Development are reliable for you who want to be a successful person, why. The key reason why of this The Mindful Coach: Seven Roles for Facilitating Leader Development can be one of the great books you must have is giving you more than just simple studying food but feed you actually with information that might be will shock your preceding knowledge. This book is usually handy, you can bring it just about everywhere and whenever your conditions throughout the e-book and printed kinds. Beside that this The Mindful Coach: Seven Roles for Facilitating Leader Development giving you an enormous of experience like rich vocabulary, giving you demo of critical thinking that we know it useful in your day task. So , let's have it and revel in reading.

#### **Paula Adame:**

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**Andrea Lampkin:**

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