



Book Review of 'Where were all the coaches when the banks went down?' - John Blakey & Ian Day

This is a book that has its heart firmly in the right place: it wants to improve the practice of coaching.

Its theme, in brief, is that coaching is changing as a response to the recession and that means its time for coaches to pay much more attention to organisational needs rather than exclusively following an individual's agenda. Money is tight, and organisations expect explicit bangs for their bucks, not just a vague sense of value in those having the money spent on their coaching.

There's not much diagnosis of the theme to wade through. What you do get are bucket loads of practical solutions written in a straightforward, elegant and concise style. The authors recommend a FACTS approach to give coaching what amounts to a harder, more business-like edge, and they lay out the methods, examples and consequences of using the approach with commendable clarity.

And where *were* the coaches when the banks went down? The book never gets round to saying but it does use the banking meltdown as a background for many of its hypothetical situations. It's a nice idea and one that serves the book's purposes well.

Overall, then, an excellent book that deserves space on the shelves of anyone in charge of a coaching budget, coaches, and probably, at the senior levels of management talked about here, on the shelves of coachees.

Reviewed by Alison Carter