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*Congress interviews*

# Changing Lives, Changing Worlds – Inspiring Collaborations

Stephen Palmer & Siobhain O’Riordan

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Interviews with the Congress Stream Chairs and Keynote Speakers from the SGCP 4th International Congress of Coaching Psychology 2014.

**T**HE SGCP 4th International Congress of Coaching Psychology 2014 will be held on Thursday 11 December and Friday 12 December at the Holiday Inn Bloomsbury, London. Further information and registration details are available on the conference website: <http://sgcp.eu>

We have interviewed Congress Stream Chairs and Keynote speakers via email for *The Coaching Psychologist* to find out more about them, seek their views on a range of different coaching psychology topics and also to learn more about their forthcoming congress sessions.



## Professor Stephen Palmer and Dr Siobhain O'Riordan



Siobhain



Stephen

**Siobhain:** For a number of years we have jointly undertaken interviews of SGCP Conference speakers/presenters in *The Coaching Psychologist*. We also often consider how we might best 'interview ourselves'! So, this year we have decided to have a conversation about our roles at the SGCP 4th International Congress of Coaching Psychology 2014 event and of course the milestone 10th Anniversary of SGCP. To get the ball rolling on our conversation, can you summarise your involvement in SGCP and coaching psychology over the last decade?

**Stephen:** How long is a piece of string? I've had a number of SGCP roles. I was the first SGCP Chair, Co-chair of the Publications & Communications sub-committee, Press Officer, Conference and Congress Scientific Chair and Co-chair, Co-editor of the *International Coaching Psychology Review* and also been the Treasurer. I've represented the SGCP externally on various committees too. My involvement in the field of coaching psychology has included setting up the Coaching Psychology Unit at City University London where the doctorate students have undertaken research and published their findings in SGCP publications and shared their results at SGCP conferences. We run a very popular coaching psychology module for the 3rd year psychology undergraduate. (The module co-ordinator is Dr Vicky Ellam-Dyson.) I believed that all disciplines of psychology need a handbook so some years ago Dr Alison Whybrow and I co-edited the *Handbook of Coaching Psychology*. In fact, we are now working on the second edition. Also

with colleagues, I was instrumental in setting up the International Society for Coaching Psychology.

Bringing us back to this congress, the idea of psychology bodies around the world hosting international coaching psychology congresses arose when Peter Zarris (who was the APS IGCP convenor at the time) and I were discussing how coaching psychology could be developed internationally. After our conversation, we brought back the international congress concept to our respective SGCP and IGCP committees who subsequently supported it. We then contacted the other coaching psychology and psychology bodies and they were also keen to become involved. All the professional groups have representatives on an international committee and share a congress website. As more than one event may be hosted in a year, we ensure that there are not a clash of dates.

Perhaps can you summarise your involvement in SGCP and coaching psychology over the last decade too.

**Siobhain:** Enabling the growth and establishment of coaching psychology in the UK and around the world has certainly been a busy but exciting time. I have also had a number of SGCP roles and responsibilities, including being Chair in 2006-2007 and the current Editor of *The Coaching Psychologist*. I have also contributed to various SGCP sub-committees and working parties over the years including Conference, Events and Publications and Communications. Over the last decade perhaps a particular personal highlight for me was within my role as organiser/chair for earlier SGCP conferences and event programmes. I am also involved with the Coaching Psychology Unit at City University London and the 3rd year undergraduate module. Since 2008, I have been the Chair of the International Society for Coaching Psychology and I am delighted to be co-chairing a congress stream with you this year on 'Coaching Psychology: An International Perspective'. What are your hopes for this session at the congress?

**Stephen:** Our congress stream will highlight the developments in the coaching psychology profession around the world. I'm hoping to give a paper looking at progress internationally with an update on the coaching psychology member networks and professional bodies. For example, some have their own accreditation systems for their members.

We can take the opportunity to have a conversation between some of the key people in the field and the delegates attending this stream. This could go beyond the usual roundtable discussions. Even perhaps being in *The Coaching Psychologist's* Chair! As this stream is being sponsored by the International Society for Coaching Psychology, I suspect there will be a celebratory cake which we can look forward to in addition to the papers and conversation. What are your hopes for the congress stream?

**Siobhain:** Yes, we plan to have a cake! My hopes are that our congress stream encourages reflection, taking stock and an opportunity to look toward the next 10 years and beyond for the international context of coaching psychology. I am looking forward to the conversations, discussions and information sharing. As a profession I think this is something we do well. Speaking of which, what do you think we will be saying in 2024 about the development of coaching psychology? Key themes to me would be an increasing evidence base, further development of the profession in areas such as accreditation and the recognition of coaching psychology as an area of professional practice across the world. We will probably also be talking about the greater contribution of technological advancement in terms of our understanding of the role of neuropsychology in coaching.

**Stephen:** The other congress stream I'm co-chairing with Dr Kristina Gyllensten, is Positive and Coaching Psychology: Stress, Resilience, Health and Well-being. I see coaching psychology research continuing to focus in these areas in 2024. Governments around the world are becoming very inter-

ested in enhancing well-being. Positive Psychology research has considered what increases happiness and well-being. When you consider some of the possible interventions, they can be quite simple. 'Walks with nature' actually does enhance well-being and the recent research undertaken with UK research participants has found significant results (Marselle, Irvine & Warber, 2014). Positive psychology coaches and health coaches are likely to recommend a range of relatively easy evidence-based interventions. I've reflected on this and spent more time looking at Ecopsychology as this research can inform both positive and coaching psychology. My brief explanation of Ecopsychology is that it applies ecological and psychological theories and research methodology to study the relationship between people and the natural world. There is a focus on well-being.

The professional direction of coaching psychology is exciting. I note that in countries where the main professional psychology body has been reluctant to engage coaching psychology, keen coaching psychologists have set up their own professional group or society. In some countries coaching psychology is recognised and practitioners can be accredited. So regardless of how much or how little the national bodies engage with the development of coaching psychology, it will continue to grow and develop as a discipline and profession. Our coaching psychology journals also really help to promote the field.

You mention neuropsychology. Certainly room for development over the next 10 year period. With my colleagues in Brazil we are considering undertaking neuropsychology research with coachees. Currently most of what you read about neuropsychology and coaching has not involved any research with coachees. Inferences are drawn from a wide range of studies. As a Chartered Biologist I am sometimes surprised at the quantum leaps made by conference speakers on the topic. However, I look forward to undertaking research into this specific field.

My last reflection is that I'm looking forward to eating a slice of the cake! Perhaps I'll take it outside with a mug of tea and commune with nature. Thank you for this conversation.

**Siobhain:** That sounds like a good idea! I am looking forward to continuing the conversation with yourself and our coaching psychology community at the congress event.

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### Dr Vicky Ellam-Dyson



*This December you will be Co-chairing a stream at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. Please tell us about the theme of your congress stream.*

The stream is focused on leadership and executive coaching. In the spirit of thought leadership, we are encouraging and enabling discussions around trends and topics that are influencing these areas of coaching.

*What are some of the key issues you wish to convey in your congress stream?*

The stream will include a mix of sessions providing up to date information about research, knowledge and skills transfer, and stories from practitioners and end-users of coaching. A main aim is to bring together practitioners, researchers and end-users to discuss and share ideas on the future of coaching with leaders. We are providing an environment for the different stakeholders to come together and shape ideas for future research in order that we can answer questions that really matter for those involved in leadership and executive coaching. To that end there will be a session specifically focused on research design.

### Reference

- Marselle, M.R., Irvine, K.N. & Warber, S.L. (2014). Examining group walks in nature and multiple aspects of well-being: A large-scale study. *Ecopsychology*, 6(3), 134-147.

*What are your hopes and expectations for attending the congress?*

One of my hopes is that we can really start to bridge the scientist-practitioner gap, bringing together those involved in research and practice to increase the possibilities for rigorous and meaningful coaching research. Practitioners and end-users have great insight into the questions that need answering. Researchers have the know-how and methods for collecting and analysing the data. Through a collaborative effort we can also ensure that findings are translated into accessible and meaningful formats to make them useful for those involved in practice as well as academia. The congress provides an excellent forum for encouraging such collaborations.

*Can you tell us about where you work and your professional background?*

I work as an independent coaching psychologist and trainer, involved mainly in leadership development. I am also an associate lecturer and research supervisor at City University and Goldsmiths College, focusing on coaching psychology, leadership and other work psychology related topics. My research into leadership and coaching psychology looked at the psychological precursors to common leadership derailment behaviours and how they might be addressed in coaching.

*Is there anything else you would like to add?*

No.

## **Dr Dasha Grajfoner**



*This December you will be Co-chairing a stream at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. Please tell us about the theme of your congress stream.*

Our theme is **Leadership, Business and Executive**

**Coaching Psychology**, which provides a unique combination of leadership, coaching and business psychology. This stream involves a collaboration of practitioners and researchers working in the areas of coaching, psychology and leadership. It encompasses sessions on skills development, case studies from practice, and new research. In the spirit of thought leadership it encourages and enables evidence based discussions around trends and topics that are influencing leadership, business and executive coaching.

Invited speakers and the presentations will address various issues and we are hoping to also discuss some of the following: supporting women in leadership, the development of collaborative leadership, compassionate and empathic leadership, leading diversity, developing young and emerging leaders, academic leadership, leadership and well-being.

We are also very pleased that the stream is sponsored by Myler Campbell.

*What are some of the key issues you wish to convey in your congress stream?*

We would like to highlight the integration and interplay between the most up to date research, leadership coaching practice and the needs identified by the service users. We believe that the active links between these three groups is essential for the development of leadership coaching. We will make every effort that practitioners, academics and service users will have plenty of opportunities to share experience, listen to each other, discuss the most important issues in leadership and business coaching psychology and

come up with a few options how to take this exciting area of coaching psychology forward. This could be in a form of a research proposal, policy recommendations or other forms of collaborations.

*What are your hopes and expectations for attending the congress?*

We are very enthusiastic about initiating and developing collaboration and productive discussions. We are excited that a number of prominent speakers will present their research, practice tools and identify competencies required for leadership and executive coaching. We are hoping to get valuable contributions from service users, who may identify new issues and areas of research and practical work. We hope that exciting new themes will emerge from presentations and discussions and that the links initiated at the event will develop and continue beyond the congress.

*Can you tell us about where you work and your professional background?*

I am the Director of the Centre for Business and Coaching Psychology at Heriot Watt University in Edinburgh where I also lecture in Coaching Psychology, Leadership and Diversity on a Postgraduate Business Psychology Programme. Being active in animal-assisted interventions I am also the Director of the Centre for Anthrozoology at the University of Maribor, Slovenia. I am a Chartered Psychologist and an Accredited Coaching Psychologist (ISCP) with a PhD in Personality Psychology, which I received from the University of Edinburgh. At the moment I serve as a Chair Elect of the Special Group in Coaching Psychology.

Simultaneously with my academic activities I have been working as a Practitioner Coaching Psychologist for almost 10 years now and I am very enthusiastic about establishing strong connections between research and practice. In my practice I predominantly use the elements of cognitive behavioural coaching, positive psychology and personal construct psychology.

My research and consultancy interests cover the application of coaching psychology in organisational, educational and personal contexts with specific topics such as the role of Coaching Psychology in performance, well-being and mental health; Leadership development and coaching; and of course animal assisted interventions.

*Is there anything else you would like to add?*

We would like to invite everyone to join our pre-congress stream LinkedIn group: <http://linkd.in/10V3M2y>

### **SGCP Congress: Leadership/Business/ Executive Coaching Research Discussion Group**

Our pre-congress discussions are alive and kicking and some of those topics will be further discussed within our stream. So please join us, tell us what you would like to discuss, which topics are important to you and what are the issues that you would like to take to our discussion panel at the congress.

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### **Professor Sarah Corrie and Donna Willis**



**Sarah**

*This December you will be Co-chairing a stream at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. Please tell us about the theme of your congress stream.*

Our stream is entitled, Coaching Psychology and Mental Health: Promoting Psychological Well-Being through Coaching Psychology Interventions. We are particularly pleased to have mental health and emotional well-being as a distinct stream of the congress programme. As a discipline and profession, coaching psychology has flourished and is demon-



**Donna**

strating its relevance for an increasingly diverse range of individuals, groups and communities. Mental health is an area where coaching psychology does, we believe, have a particularly important (but as yet under-utilised) role to play. The mental health stream of the congress speaks directly to this agenda and aims to help coaching practitioners increase their familiarity, confidence and skills in working with coaching clients

where mental health issues need to be considered.

*What are some of the key issues you wish to convey in your congress stream?*

The statistics on those affected by mental health issues in the UK are well-known. The Mental Health Foundation predicts that one in four people will experience some kind of mental health problem in a year (see The Office for National Statistics Psychiatric Morbidity report, 2001). Anxiety and depression are the most common and women are more likely to seek treatment than men. However, British men are three times more likely to die from suicide than British women.

For coaching practitioners one of the many implications of these sobering statistics is that the likelihood of a coachee presenting with mental health issues is increasing. Coaching practitioners need to be aware of this, come to their work armed with a working knowledge of mental health issues, and be able to discern where coaching interventions are most appropriate and where the involvement of other services may be required. There is also the need for coaching practitioners to remain aware of, and attend to, their own mental health through establishing methods that can support self-care.

The speakers contributing to this stream will highlight the effect of mental health

issues in the workplace and in coaching. Additionally the stream will address self-care for coaches and offer pragmatic and valuable resources for coaches to support not only the well-being of their coachees but also of themselves.

*What are your hopes and expectations for attending the congress?*

Having a congress stream dedicated to the mental health of ourselves, our coaching clients and communities is very significant to us. We believe that coaching psychology has a great deal to contribute to mental well-being but that this potential is yet to be fully realised. Moreover, without a prior training in clinical or counselling psychology, or psychotherapy assessing for and working with mental health issues can evoke anxiety and leave coaching practitioners believing that somehow such issues ‘belong’ to other professions. Whilst there will undoubtedly be times when a referral to a mental health professional is appropriate, coaches can and must have a sound working knowledge of mental health issues in order to conduct their work effectively. We hope that this stream will facilitate dialogue and enhance coaches’ confidence in navigating what can sometimes seem like a challenging terrain. A great outcome for us will be if the stream leads to the development of new collaborations to explore further the contribution of coaching psychology to mental health which ultimately inspire research projects, publications and innovative models of practice that benefit both our professional community and those whom we seek to serve.

*Can you tell us about where you work and your professional background?*

**Sarah**

My first degree was in psychology and counselling psychology and following this, I trained as a clinical psychologist. So working in the field of mental health has been both a commitment and a passion from the earliest stages of my career. For my post-doctoral studies, I chose to train in cognitive-

behaviour therapy. At the heart of this approach lies what I believe to be an essentially optimistic outlook on human potential and the capacity to achieve meaningful change in one’s life. The emphasis on working with clients to enable them to become effective ‘self-coaches’ also resonated strongly and started me on a journey in which I sought to explore exactly what coaching was, and what self-coaching might mean in the context of maintaining and enhancing emotional well-being.

As my career unfolded and I began working as a supervisor and trainer, I encountered fresh perspectives on facilitating the development of others and became fascinated by the intersection of psychotherapy, pedagogy and health. The culmination of this exploration and experimentation was my arriving at coaching psychology and the decision to join the SGCP, where I realised that I had found a community of professionals who shared the same beliefs and values that informed my own way of working. It was a critical moment in my career.

Currently, my career continues to span roles that include coaching, clinical psychology, supervision and training, and enhancing the effectiveness of professionals working across multiple settings. Amongst my other roles, I am Programme Director of the Post-Graduate Diploma & MSc in Cognitive Behavioural Therapy (Central and North West London in conjunction with Royal Holloway, University of London), faculty member of the Professional Development Foundation and Visiting Professor at Middlesex University. From December 2012 to December 2014, I have also had the privilege of being Chair of the Special Group in Coaching Psychology.

**Donna**

Occupational psychology is my second career having worked in HR in the private, health and education sectors as a learning and development professional and a Coach. I trained as a coach with Performance



Consultants International influenced by David Hemery, Sir John Whitmore and Gita Bellin who shaped my practice as a coach and inspired my professional education as an Occupational Psychologist. I completed a first degree in Psychology with the Open University, followed by a Master's degree in Occupational Psychology at Goldsmith's College and then progressed on to Charter-ship and Registration with the Health and Care Professions Council.

For the past 14 years I have worked predominantly in health and social care. My current role is as Senior Consultant, leadership development with The King's Fund. The King's Fund is a charity and 'think-tank' who influence policy and leadership development in health in the UK. My interest is in the mental health of health care professionals, particularly doctors, who are required to cope with unprecedented levels of stress in their role looking after those who are dying and sick. Statistics from the HSE show that those who work in health report the highest levels of stress, depression or anxiety cause or made worse by their work. In 2014 I became a SGCP Committee Member and jointly published a paper 'Are We Beige' exploring the emergent views of occupational psychologists in *OP Matters*.

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*Is there anything else you would like to add?*

For coaching psychologists, coaches and people who are interested in and responsible for coaching in their workplaces, this congress offers great value for money and access to up-to-date, highly relevant thinking and resources in coaching. We are particularly excited to be hearing and learning from Margaret Heffernan who is a very engaging speaker.

We should never forget that this event marks the 10th anniversary of the SGCP. Coaching psychology is no longer a new discipline on the professional scene. Much has been achieved over the last 10 years and we have watched with pleasure and pride as the field has become an increasingly significant professional offering, reached an increasing number of people, and gained confidence in defining its identity and scope. The diversity of streams that comprise the content of the congress speak directly to the ways in which coaching psychology has broadened its focus and scope and we hope very much that delegates will experience the congress as proving truly valuable to their professional development.

**Dr Alanna O’Broin and  
Professor Ole Michael Spaten**



**Alanna**

*This December you will be Co-chairing a stream at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. Please tell us about the theme of your congress stream.*

As interest in the coaching relationship continues to grow, and research studies endorsing the importance and association of the coaching relationship with coaching outcomes accumulate, other studies have been conducted which question the assumptions that satisfaction with the coaching relationship (Grant, 2014) or a ‘good’

coaching relationship (Baron, Morin & Morin, 2011; Berry et al. 2011) translate universally into good coaching outcomes. What could these conflicting accounts mean about the coaching relationship and its contribution to the coaching process and coaching outcomes? What constitutes a ‘good’ coaching relationship in the first place? If the coachee is (or indeed isn’t) satisfied with the relationship how does this impact coaching process and outcomes, and what could be further mediating/moderating factors? Is the coaching relationship facilitative or transformative? Which factors might contribute to coachees’ satisfaction with their coaching relationship? Realisation that the coaching relationship is complex and evolving muddies the water further. That is before we come to the question of defining the coaching relationship, and measuring coaching relationship metrics and coaching outcomes.

*What are some of the key issues you wish to convey in your congress stream?*

This stream may not fully provide answers to these questions at this point in the research curve, however its contributions aim to stim-

ulate awareness and discussion of this complexity in researching and working with coaching relationships in our coaching practice. Key issues addressed in this stream are the rationale for a more integrated approach to examining the coaching relationship and its relation to outcomes, highlighting coachee engagement as an example area of focus for this integrated approach. Would it be possible to understand coaching relationships in terms of critical moments and phases during coaching?

*What are your hopes and expectations for attending the congress?*

The SGCP conference always offers the opportunity of delving into new and exciting developments in the world of Coaching Psychology as well as a chance to meet up with colleagues from further shores. We anticipate that this 10th Anniversary conference will also provide a forum for reflecting on where we as coaching psychologists, and the domain of coaching psychology are, and where this knowledge might lead us, in terms of research and practice. Furthermore as the congress is open toward the broader coaching community interchange, reflections and inspirations between coaching psychologists and beyond would be possible.

*Can you tell us about where you work and your professional background?*

Alanna works as a freelance Coaching Psychologist in the UK, working on developmental and performance foci with executives in medium to large organisations. Following her first career in the financial sector, as an investment analyst and fund manager, she trained as an applied psychologist, having become increasingly interested in how people influence business outcomes, and relationship aspects of performance, development and team work. After practising for several years as a counselling psychologist, Alanna became actively involved in the SGCP at the time of its inception in 2004, and has been passionate about coaching, coaching psychology, and

coaching relationships ever since. Alanna completed her doctorate research on the coaching relationship in 2013 and continues to learn, practice and write as a coaching psychologist. She is a Consulting Editor of *The Coaching Psychologist*, and Co-Editor of *Coaching: An International Journal of Theory, Research and Practice*.

Ole works as a Researcher, Supervisor and Director at the Coaching Psychology Graduate Programme at Aalborg University, Department of Communication and Psychology in Denmark. He conducted – in 2010 – the first Randomised Control Trial in Scandinavia evaluating the effectiveness of a brief cognitive behavioural coaching applied to first-year university psychology students. At

the Psychology Department he is Head of Studies and is the founding editor-in-chief of the *Danish Journal of Coaching Psychology*. Ole completed his doctorate research in 2007 and research interests are ongoing related to self and identity, social learning and experience-based processes in coaching psychology. Besides this, Ole, maintains a private practice with coaching and teambuilding.

*Is there anything else you would like to add?*

We anticipate it will be two intense days with a broad range of academic presentations, paper presentations, keynotes, posters and possibility of informal meetings during breaks and lunches. We look forward to meeting as many of you all as possible in December at the London congress!

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### Professor Mary Watts and Dave Tee



Mary

*This December at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP, you will be Congress Chairs as well as Co-chairing a stream. Please tell us about the theme of the congress and also your congress stream.*



Dave

The theme of the congress is Changing Lives, Changing Worlds – Inspiring Collaborations. In choosing this as our theme, our (SGCP) mission is to inspire individuals, organisations and communities to engage and collaborate with the wider world of people,

practice, learning and research. Our 10th Anniversary is an opportunity to celebrate the past and current developments of coaching psychology and also to look forward, recognising the very real importance of collaborating widely in our shared endeavours to make a difference. The event

is a chance to share knowledge and expertise for a unique educational experience so that collaboratively we can fulfil our potential for changing lives and changing worlds.

The title of the stream is 'Emerging Conversations'. This is the 10th anniversary of the SGCP, and anniversaries are often an appropriate time to look back and take stock. However, they also serve as a great opportunity to strategise and look forward too. We felt it important, therefore, to explicitly build in a stream that gave us the opportunity to present new names, new research areas and also perspectives from disciplines that may have something to add to coaching psychology as it continues to evolve in the coming decade and beyond.

*What are some of the key issues you wish to convey in your congress stream?*

Whilst the other streams have a more defined focus, the 'Emerging Conversations' stream is intended to be wilfully eclectic. The key hope is that delegates be exposed to novel ideas, considerations, research topics and perspectives and that the presenters have a platform to share their ideas, create links with the coaching psychology commu-

nity and, as the title suggests, forge conversations that will enrich coaching psychology.

*What are your hopes and expectations for attending the congress?*

A wonderful chance to immerse ourselves in an environment full of friendly, like-minded individuals, to catch-up with old friends, to form new friendships, to be exposed to challenging ideas and perspectives and to leave with our minds drunk on ideas and possibilities for our own research and practice.

*Can you tell us about where you work and your professional background?*

**Mary**

I am Emeritus Professor of Psychology at City University and an independent consultant and coaching psychologist. I recently became director of programmes at Meyler Campbell where I joined a first-class team of business coaches. My professional background is broad. I moved from nursing to education and into psychology where I have specialised in health, counselling, psychotherapeutic and coaching-related areas of research and practice. From there I moved into university leadership as a Dean and a Pro-Vice-Chan-

cellor. Personal and professional learning have run as a thread binding the various aspects of my career including in teaching, supervision, writing and research.

**Dave**

I am both a researcher and a practitioner. I am based out of the University of South Wales, where I run their coaching and mentoring programmes and chair our own regional Welsh Coaching conference each year. Aside from my own executive coaching and coaching supervision practice, I also run the Association for Coaching's co-coaching group for South Wales, now into its third year as a prospering CPD/peer support group. My research interests focus predominantly on client factors and their impact upon coaching outcomes.

*Is there anything else you would like to add?*

There are a huge number of people that have been involved in pulling together this year's congress, so we would really like to formally acknowledge and thank them all. We also wish everyone an enjoyable and stimulating congress.

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### **Dr Tatiana Bachkirova and Professor Reinhard Stelzer**



**Tatiana**

*This December you will be Co-chairing a stream at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. Please tell us about the theme of your congress stream.*

The name of this theme is Individual Development and Coaching Psychology. In this stream of the Congress we will explore new ideas, research and debates in coaching psychology that are concerned with coaching individuals wherever their

development process would take them: improving their performance, becoming better leaders or making sense of their life as a whole. We expect the papers to be focused on coaching outcomes, coaching relationship, issues of process or specific themes of coaching that contribute to our knowledge about development of individuals.

*What are some of the key issues you wish to convey in your congress stream?*

We believe that this stream is the most important for the congress. After all, the main focus of coaching is individual, even when it is expected that other stakeholders will benefit from the coaching outcomes. This is the main strength of coaching since it became an invaluable intervention in many areas of our life. We believe this focus will



**Reinhard**

remain the main strength even when new genres and modes of coaching become popular. We hope that participants of this stream will share our conviction and will engage with us in the dialogue on this eternal focus of coaching.

*What are your hopes and expectations for attending the congress?*

We hope that the congress will create a great atmosphere for real inquiry in all areas of coaching psychology. We expect that more new researchers will become inspired by being part of this joined inquiry and hope that this will eventually lead to further growth of this great field of knowledge and practice. We also hope that this inquiry will strengthen the bridges between theory, research and practice. This is a good thing about coaching psychology that there is interconnectedness between practitioners and colleagues who focused on research. It is very important that we keep these two sides tightly linked.

*Can you tell us about where you work and your professional background?*

**Tatiana**

I work at Oxford Brookes University, and engage in many academic activities such as teaching, supervision of MA and doctoral students, leading programmes and research. My background is in organisational psychology (back from my previous life in Russia) and at later stage in the UK – in counselling, making coaching a perfect way to apply what I have learned and keep learning

throughout my life. In addition to my academic activities I practice as a coaching supervisor and now spend a lot of time developing coaching and coaching research all around the world by speaking in many events, reviewing research, leading conferences and publishing on coaching and coaching supervision.

**Reinhard**

I am professor of sport and coaching psychology at the University of Copenhagen and visiting professor on a Master's programme of public governance at Copenhagen Business School. I am accredited member and honorary vice-president of the International Society for Coaching Psychology. During the last 10 years I have focused mainly on coaching psychology in my research, teaching and private practice. I am currently working on a research project with 30 voluntary coaches supporting a large group of young boys with migrant background towards social resilience and active citizenship. I recently published a new book, *A Guide to Third Generation Coaching – Narrative-collaborative theory and practice*.

*Is there anything else you would like to add?*

We think that it is a great idea to involve so many different colleagues to take responsibility for the different streams of the congress. In that sense, we work collaboratively on the congress and are able to highlight different aspects and new initiatives in the field of coaching psychology from many different angles.

### Dr Kristina Gyllensten



*This December you will be Co-chairing a stream at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. Please tell us about the theme of your congress stream.*

The theme is Positive and Coaching Psychology: Stress, Resilience, Health and Well-being.

*What are some of the key issues you wish to convey in your congress stream?*

The importance of focusing on the other side of the coin in relation to stress – well-being and resilience. I have been researching stress for some time and I am really happy to see the increasing focus on resilience and well-being in the stress literature.

*What are your hopes and expectations for attending the congress?*

At previous conferences I have managed to attend some really interesting research seminars presenting coaching studies. So I am hoping do the same this year. And I am of course looking forward to our stream that I think will be very interesting and diverse.

*Can you tell us about where you work and your professional background?*

I am a counselling psychologist, CBT-therapist, coach and researcher. I am working as a psychologist at an Occupational Medicine Department at Sahlgrenska University Hospital in Sweden. Right now my main focus is occupational stress research.

*Is there anything else you would like to add?*

I really look forward to visiting London again as I used to live there when I was a student (quite some time ago...).

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### Dr Almuth McDowall and Dr Céline Rojon



Almuth

*This December you will be Co-chairing a stream at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. Please tell us about the theme of your congress stream.*

As it says on the tin – our congress stream is about the use of psychometric measures in coaching psychology practice.



Céline

*What are some of the key issues you wish to convey in your congress stream?*

We wish congress delegates to become aware of how (and what) psychometrics might be used within their coaching practice for a range of

scenarios. As part of our stream's activities we would like to debate the potential benefits of using psychometrics as part of coaching (for example, to trigger a meaningful conversation about specific professional development issues), but also increase the awareness of potential complexities. The congress stream will feature both invited speaker sessions, as we are delighted to have secured Professor John Rust as a congress keynote, as well as presentations on a variety of aspects relating to psychometrics in coaching by speakers attending the congress addressing questions such as: What works well? Where and when do we need to be careful or mindful? What measures can be used for different scenarios? We will also include a panel session on what we believe is an important, but neglected issue in psychological research – are more complex user outputs helpful, or a hindrance – in other words, what do trained users need beyond stems, stanines, percentiles and *t*-scores?

*What are your hopes and expectations for attending the congress?*

Over the past few years, both of us have been contributing to the congress in various ways, and always had a ball quite frankly. We don't expect 2014 to be any different, and hope for much learning, sharing, critical debate, valuable insights, but also a few giggles on the way. We are hoping delegates attending sessions in our stream will gain insight into: (a) how to choose adequate psychometric tools for their coaching practice; (b) how to make the most of using psychometrics for a range of scenarios within coaching; (c) how to critically evaluate the success of using psychometrics as part of coaching; and (d) how to network with fellow practitioners to share and debate best practice. We further hope that delegates will increase their knowledge of research examining the use of different types of psychometric measures for coaching presented at the congress within our stream.

*Can you tell us about where you work and your professional background?*

Dr Almuth McDowall combines academic posts at City University and Birkbeck College with consultancy in private practice. She has designed numerous selection and development programmes, and also specialises in individual psychometric profiling, some of her work having been featured in the national press. As the co-editor of *Coaching:*

*An International Journal of Theory, Research and Practice* she is committed to furthering the evidence-base in coaching psychology, and also regularly publishes on the topic with an increasing interest in quasi-experimental approaches. Almuth also regularly trains students and HR practitioners in the use of psychometrics.

Dr Céline Rojon is a Lecturer in Human Resource Management at the University of Edinburgh Business School. Aside from teaching subjects such as leadership development or research methods, Céline undertakes studies into topics such as work performance or professional development; within the latter, her research currently focuses on coaching (e.g. the effectiveness of coaching interventions in the workplace) and she has published several papers in coaching journals. Céline has worked with a variety of psychometric measures in different scenarios and has gathered experience of using these in both research and practical settings.

*Is there anything else you would like to add?*

Come to the congress and visit our stream! Psychometrics are a bit like the 'Marmite' of coaching – love them or hate them. But at the very least, coaching psychologists all need to come from a well-informed perspective. We look forwards to learning and sharing with you!

## **Dr Sophia Jowett**



*This December you will be Co-chairing a stream at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. Please tell us about the theme of your congress stream.*

Sport, performance and coaching.

*What are some of the key issues you wish to convey in your conference stream?*

The reciprocal links of sport coaching and other forms of coaching (e.g. executive and life coaching). Lessons learned from applying/practising/researching coaching to different contexts.

A key element of coaching effectiveness is the connection between the coach and the person who is being coached.

The person who is being coached (athlete/coachee) is in the driving seat and the coach is the navigator.

The links of coaching to performance + well-being (=personal advancement, optimal functioning).

*What are your hopes and expectations for attending the congress?*

In line with the congress title, I hope that we can inspire collaborations. This is a multidisciplinary field, thus connecting research experts and practitioners from diverse areas would help enhance the contributions each of us make to this field. Also my hope is that through coaching (whatever form) we'd have the capacity to 'change lives' and 'change worlds' for the better. I view coaching as a sound medium that transports a person from place A to place B.

*Can you tell us about where you work and your professional background?*

I am a reader in Psychology and work at Loughborough University within the School of Sport, Exercise and Health Sciences. I also am a Chartered Psychologist with the BPS. My research work mainly revolves around interpersonal relationships in sport, business and education – understanding their nature and content as well as their antecedents and consequences has been my primary focus.

*Is there anything else you would like to add?*

I would like to encourage everyone who thinks to attend to come along. The programme of the congress promises to be one of the best ever!

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## **Margaret Heffernan**



*This December you will be speaking at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. We are pleased to welcome you, what are your hopes and expectations for attending the conference?*

I hope to learn more about the work of the congress and to meet some of the people leading that work.

*What are some of the key issues you wish to convey in your Keynote session?*

I will be talking about my work, which centres around the issues of conflict, our desire to avoid it and how we might be able to manage conflict at work better. I see conflict as intrinsic to collaboration. That means if we can't do conflict well we can't collaborate well. And almost all work is done in collaboration with others. Moreover, conflict aversion means we stifle many of our strongest feelings and most passionate ideas. The best way to mitigate conflict aversion is to become more confident and secure in the way that we do conflict.



*Can you tell us about where you work and your professional background?*

My professional background is as an executive and CEO and I use my experiences in that capacity as a filter for the academic research I read and the research I conduct myself. So I'm highly motivated by what is immediately useful. At the beginning of my working life, I was a producer for the BBC where much of my work entailed working with academic experts and finding ways of presenting their research in a way that was accessible and engaging. I still do that, insofar as I synthesise a lot of other peoples' research and try to present it in ways that people find approachable and practical. In my writing, I work alone. Each of my books takes at least two years to produce. I then spend years going around the world talking about the book which continues to shape and inform my thinking. In my mentoring I work with Merryck & Co., a leading mentoring firm in which all the mentors have been Chief Executives. This marriage of experience with insight provides a very rich experience for all of the mentors and for their clients. I gain a great deal from having trusted colleagues with whom to test ideas and compare experiences and I gain a great deal from clients who help me to see where their most crucial business issues lie.

*How did you first become interested in the field of coaching and coaching psychology?*

As a CEO and as a senior executive, I've always been highly motivated to encourage and develop the people around me. It's my belief that everyone at work has more to offer than firms see or elicit. Stereotyping, biases, so-called talent assessments all conspire to limit what people think they can do. We waste more energy, ability and creativity at work than we use. So as an employer, I've started from the premise that everyone can do more and wants to do more – and I haven't been disappointed.

I also feel very strongly that there is an important boundary between mentoring (or coaching) which is about creating the conditions in which people can be more effective at work, and psychotherapy. I am highly conscious that I am not a trained psychologist or psychiatrist and have no qualifications in that arena. I'm very wary of getting out of my depth. I know and respect many experienced and qualified psychotherapists and have high regard for their work that is significantly different from my own.

*Is there anything else you would like to add?*

I am also very interested in the subject of competitiveness, why we are competitive and under what conditions this is positive or negative. We are all competitive and often fail to notice how damaging this can be to normal discourse. And we rarely like to acknowledge how broadly competitiveness colours and shapes our experience of life.

## Professor John Rust



*This December you will be speaking at the 4th International Congress of Coaching Psychology 2014, hosted by the SGCP. We are pleased to welcome you, what are your hopes and expectations for attending the conference?*

It will be great to have the opportunity to meet the growing band of coaching psychologists and learn about their hopes and expectations for the future in regard to the use of psychometric methods in their work.

*What are some of the key issues you wish to convey in your Keynote session?*

That the rapid growth and sophistication of the internet is having a massive impact on the science and practice of psychometric assessment. A previous emphasis on the psychometric properties of pre-specified multi-item tests has been replaced by analysis at item level, using latent trait models to predict scores on underlying dimensions using Item Response Theory (IRT) and Computer Adaptive Testing (CAT). More latterly, the focus has been on the prediction of behaviour not just from a set of test items, but from individual online digital footprints in their entirety, including tweets, status updates, language and visuals.

*Can you tell us about where you work and your professional background?*

I am currently Director of The Psychometrics Centre, a Strategic Research Network of the University of Cambridge. The Centre was founded at City University, London, in 2002 and moved to Cambridge in 2005. However, its identity built on my

previous work carried out at The Institute of Education in London and at Goldsmiths College. Then, the focus was on the UK standardisation and adaption to the UK market of many well-known psychometric tests, including WISC-III and WISC-IV, CELF-IV, WIAT-II, WPPSI, BAS-III, the Watson-Glaser, and so on. Today, the emphasis is on online assessment, the turning point being our hosting of the International Meeting of The Psychometrics Society in Cambridge in 2009.

*How did you first become interested in the field of coaching and coaching psychology?*

Strangely, it has been rather the other way round. Coaching psychology has become increasingly interested in psychometrics. However, this interest is, of course, reciprocated and The Psychometrics Centre finds itself increasingly aligned with issues in coaching.

*Is there anything else you would like to add?*

Today the ability of organisations and businesses to use real-time psychometric methodologies online in order to find out so much about us is a matter of widespread concern. It can be helpful, for example, if a publisher is able to recommend just the book we need, or the piece of music we might like. But it becomes more problematic when we realise that they can also tell us only the news they believe we want to hear, and can selectively provide us with information that can change the way we think or the things we value. Today, the big debate is about privacy vs. security in the online world. It is an issue that will inevitable affect the practice and ideology behind coaching psychology from so many aspects. Does the profession wish to influence this debate and, if so, in what way?



The British  
Psychological Society

Special Group in  
Coaching Psychology

## 4<sup>th</sup> International Congress of Coaching Psychology 2014 Changing Lives, Changing Worlds – Inspiring Collaborations

11-12 December 2014, Holiday Inn London – Bloomsbury

The Congress is the culmination of a series of events to celebrate the 10<sup>th</sup> anniversary of the Special Group in Coaching Psychology. There will be two days of impressive speakers, exciting and new topics and a broad range of masterclasses, skills workshops and scientific papers covering the following themes:

- Coaching psychology: An international perspective
- Leadership, business and executive coaching psychology
- Coaching psychology and mental health
- Coachee satisfaction and beyond: Working with coaching relationships that matter
- Emerging conversations
- Individual development and coaching psychology
- Positive and coaching psychology: Stress, resilience health and well-being
- Psychometric tools and their application to coaching psychology
- Sports and coaching psychology.

Our mission is to inspire individuals, organisations and communities to engage and collaborate with the wider world of people, practice, learning and research.

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### Keynote speakers: Margaret Heffernan and Professor John Rust

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*We have an impressive line-up of speakers who are delivering new and exciting topics to share ideas for transforming lives and worlds in the broadest sense to include:*

Dr Tatiana Bachkirova	Professor Sarah Corrie	Dr Vicky Ellam-Dyson
Professor Sandy Gordon	Dr Kristina Gyllensten	Dr Almuth McDowall
Dr Alanna O'Broin	Dr Siobhain O'Riordan	Professor Stephen Palmer
Dr Celine Rojon	Professor Reinhard Stelter	Mr Dave Tee
	Professor Mary Watts.	

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