# Relational Coaching: Journeys towards mastering one-to-one learning

In this new series of reviewing Leadership Literature, the first book that we suggest you immerse yourself into is Erik de Haan's Relational Coaching. It can be seen as an important tool in the hands of a mission-driven Leader who would like to deepen the organization's and the Team's capabilities by getting acquainted with the toolkit of a coach.

The notion of relational coaching is derived from the meta-analytical research on therapeutical/coaching methods. (GROW method, Ironic method, Paradoxical method, Solution-focused method, Counselling method, Analytic method, Ladder method).
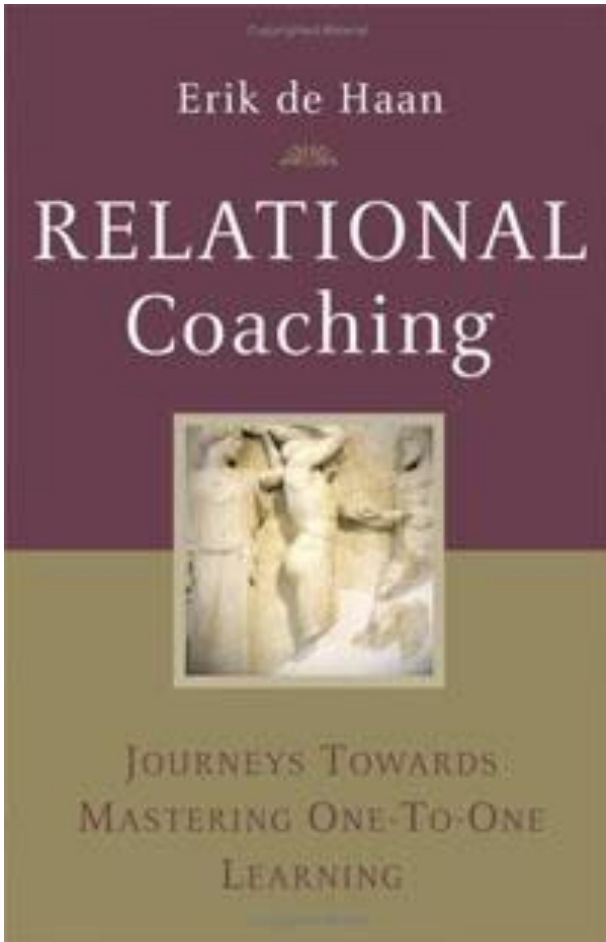
The analysed data had underlined that there is an insignificant difference between the actual approaches; what enhances the greatest change to happen is the working alliance between the therapist/coach and the client/coachee who are the most effective active ingredients of the process.

Based on both empirical data and the tradition of the "art", the book offers a synopsis on the profession and its latest developments.

The building blocks are added consciously, moving from defining coaching in a general way, discussing its roots by showing its progress from stigma to status. The second part contains the results of research conducted with coaches, collecting the critical moments of the less experienced and experienced ones. The section is concluded with a chapter on handling these experiences in favour of the growth of the coachee. In the third part the professional development of a coach, his/her education and accreditation are discussed. The last part offers rich appendices, underscoring the former findings with relevant research data.

After reading the book one can understand that a coach needs to become "simultaneously thicker and thinner skinned" to be armed against the odds that probe a relationship of a coach and coachee, at the same time s/he should aim to search novel ways of approaching each coachee as the coaching always has to do with "this relationship and this conversation".

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