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Successful people do not need to learn what to do to be an effective leader as much as they need to learn what and when to stop! With a book, a Windows-based computer, an interactive CD, and a unique user code to unlock the program, in *Secrets of a Leadership Coach Manual* authors Farb, Goldsmith, Gordon, and Coffey provide five courses to present leadership coaching ideas that develop leaders, help leaders develop others, and help leaders develop teams.

The CD chapter introductions include additional information not in the book. In some lessons, the CD chapters are in a different order than in the book. Despite this unrelatedness, video clips from live workshops, animation, review questions after each main course segment, reviews of key points, and all CD parts repeat and enhance the book for a purposeful learning experience. The CD also adapts to help disabled people more easily access information. When CD text is identical to the audio soundtrack in the video, the learners can choose their learning preference: listen to the soundtrack if auditory or read the soundtrack text if visual. Sometimes, the CD requires the visual learner to listen to a video soundtrack. The learner is regularly fully engaged in a participative learning experience with the CD.

Secrets of a Leadership Coach 3, *Developing Others*, details eight steps on how to coach others. The steps use a distinctive feedback process which Marshall calls feedforward. "Feedforward occurs when a person gives someone else suggestions for the future and helps as much as he or she can." Feedforward in *Secrets of a Leadership Coach 3* reinforces the same point made in *Secrets of a Leadership Coach 2, Developing Ourselves as Leaders*. The third of the eight steps is *Collect Feedback*, which directs the leader to encourage people to state their feedback in the feedforward mode. While the CD program states, "You don't have to have forms; you don't have to have processes," in clarifying this step, the book omits this possible relevant point. Research supports that feedforward produces more positive action in both the sender and receiver than feedback.

In the five courses: *Executive Coaching Techniques*, *Developing Ourselves as Leaders*, *Developing Others*, *Developing a Team*, and *Practice Files*, either a beginner or experienced leader is in a learning environment similar to being in a live, participative workshop with the added benefit of being able to repeat the information as much as desired. The CD course provides ample extra discussion and together the set makes for a useful and relevant tool.

-Patricia Weber