

Belgian executive coach Philippe Rosinski is a pioneer in bringing together two related fields: coaching and interculturalism. By integrating proven coaching practices with intercultural know-how, *Coaching Across Cultures* is well attuned to the demands of today's diverse and multi-national workplace.

The book's structure helps readers who are new to either field. Part One presents the case for a cultural framework when coaching. Rosinski is disciplined enough to keep his introduction brief, leaving a deeper discussion to the plethora of other books available on the subjects of coaching and interculturalism.

Part Two gives a high-level overview of key components, aiming to assist coaches in developing a cross-cultural mindset. Organized around topic areas such as dealing with time, ways of communicating, exploring identity, negotiating territory and boundaries, power differences, and organizing as a group, it includes concrete examples and practical applications for many types of coaching interactions. Rosinski weaves culture and coaching into a valuable resource to help coaches integrate the cultural dimension into their work and to allow interculturalists to apply coaching methods in their training and consulting.



In Part Three, Rosinski presents a well laid out three-step approach, his *Global Coaching Process*: conducting an in-depth assessment, articulating target objectives, and then progressing toward them with the help of the *Global Scorecard*, a tool that incorporates a coachee's individual goals for self, family and friends, organization, and community & world.

Not limiting itself to the strict framework of culture in the sense of "values and behaviors of nations," this book also encourages readers to consider differences across corporate cultures or professional groups - from engineers and nurses to business managers.

Coaching Across Cultures is well documented with interesting appendices, a useful glossary, and many references.

The only adequate criticism is perhaps that this book is very dense. Unless you are already an experienced practitioner, you might want to read *Coaching Across Cultures* two or three times in order to explore fully the concepts and tools offered. Nevertheless, it offers lots of practical advice for all global coaches, executives, and managers, presenting effective coaching methods as well as thoughtful new approaches to help you push beyond your own cultural values and practices.

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Lothar Katz is the founder of Leadership Crossroads. He has a wealth of experience in achieving productive cooperation across cultures and driving business success on a global scale.

A seasoned former executive of a Fortune 500 company, he regularly interacted with employees, customers, outsourcing partners, and third parties in more than 25 countries around the world. These included many parts of Asia, e.g., China, India, and Japan. Mr. Katz is the author of "Negotiating International Business – The Negotiator's Reference Guide to 50 Countries Around the World".

