



Business and Personal Development
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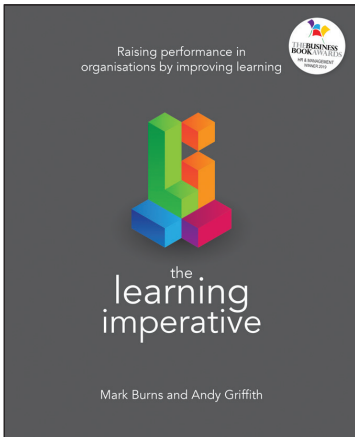


– This is an Independent Thinking Press title

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Mark Burns is co-director of MALIT Ltd and has a proven track record in improving teaching and leadership in education. More recently, he has worked with FTSE 100 retailers and third sector organisations to develop the quality and impact of their learning and development programmes.

Andy Griffith is the founding director of MALIT Ltd. He has won a national training award for his work in education and has consulted for a number of organisations, including the BBC and Comic Relief.

The Learning Imperative

Raising performance in organisations by improving learning

Mark Burns and
Andy Griffith

The Learning Imperative, written by bestselling authors and learning specialists Mark Burns and Andy Griffith, addresses the most common barriers to effective learning and provides practical strategies for overcoming them.

But even avoiding these pitfalls far from guarantees effective learning, so the authors also guide the reader through the key principles in designing learning programmes that directly improve performance.



The Learning Imperative is the Business Book Awards 2019 HR and Management book award winner.

The authors' work was shortlisted in the Best Learning & Development Initiative – Public/Third Sector category of the 2018 CIPD People Management Awards.

The Learning Imperative was also a finalist in the 2018 INDIES Book of the Year Awards in the Business and Economics category.

Training

978-178583269-7

£18.99

CAN \$32.95 • US \$29.95

222 x 182mm

240 pages

paperback • ebook • audiobook

The Trainer's Toolkit

Bringing brain-friendly learning to life

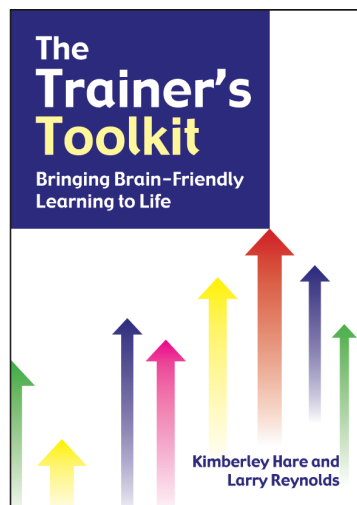
Kimberley Hare and
Larry Reynolds

A concise guide to brain-friendly training design along with tools that you can pick and adapt to help you create new training events or make-over existing ones.

True brain-friendly learning is not about gimmicks. It's a movement rather than just a method. This book provides a blueprint for a new generation of Accelerated Learning methods and at its heart are five key principles:

- Keep it real
- Facilitate the flow
- Honour uniqueness
- Make it rich and multisensory
- State is everything.

There is a clear explanation of the theory behind brain-friendly learning from the inside out – including the concepts and learning models you'll need to underpin your approach, along with a journey through the most complex structure in the universe: your amazing brain.



Kimberley Hare has been described as 'a pioneering visionary for change and learning'. Her focus is on helping individuals, teams and organisations to create the future they want.

Larry Reynolds is the principal consultant at 21st Century Leader and has 20 years' experience of developing leaders and trainers in a wide range of organisations.

Training

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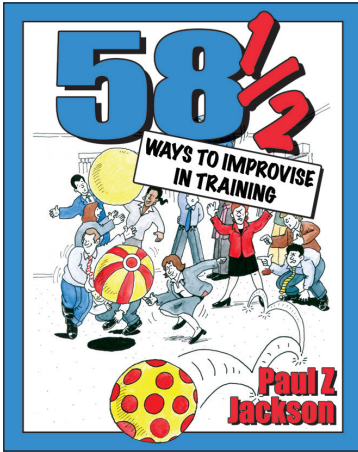
£24.99

CAN \$44.95 • US \$47.95

297 x 210mm

224 pages

paperback



Paul Z. Jackson is an independent training consultant with a wide spectrum of clients in both the private and public sectors. He has worked as a print journalist, senior producer for BBC Radio 4, lecturer at Bath Spa University College, and teacher at the London Actors Centre.

58 1/2 Ways to Improvise in Training

Improvisation games and activities for workshops, courses and team meetings

Paul Z. Jackson

Whether you are running a training session, a workshop or a team meeting, Paul Jackson's varied collection of games and activities will help you create an environment of improvisation and experimentation, of imagination and energy, and of laughter and commitment.

What better way to engage everyone in the process of learning?

The games in this book can be used in a variety of ways. A physical activity warms up limbs and breaks down barriers between group members. A verbal activity is an exercise in creativity and intellectual dexterity. More than simply icebreakers, these activities are designed as vehicles for content. There are always links between the game and the subject of the workshop at a metaphorical level.

Training

978-190442414-7
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234 x 187mm
176 pages
paperback

Laughology

Improve your life with the science of laughter

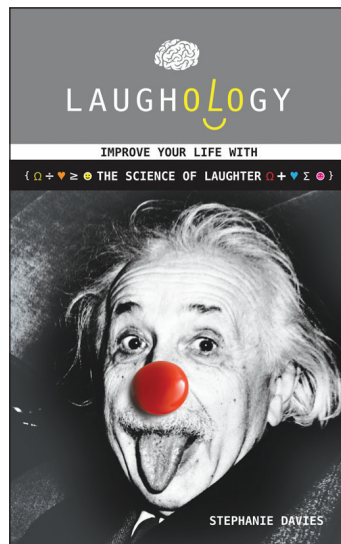
Stephanie Davies

A practical self-help guide to using laughter and humour as a thinking skill and life skill to make you feel better and enable you to communicate more effectively.

Laughology, written in an easy to understand, fun, informative way, takes a psychological look at how humour can influence your behaviour, help you feel better and live a happier life.

Simple techniques and exercises will improve the reader's ability to gain a more positive perspective in difficult situations, change his or her mood, and increase happiness through adopting the techniques from the Laughology model.

The author, Stephanie Davies, has over ten years' experience of developing interventions that have been applied in a wide variety of settings dealing with complex public and mental health issues and building teams in high profile organisations.



Stephanie Davies is recognised as one of the UK's leading voices in the psychology of laughter and humour. She is an award-winning stand-up comedian who has worked with world-renowned Dr Patch Adams exploring the relationship between health, humour, community and the arts.

Training

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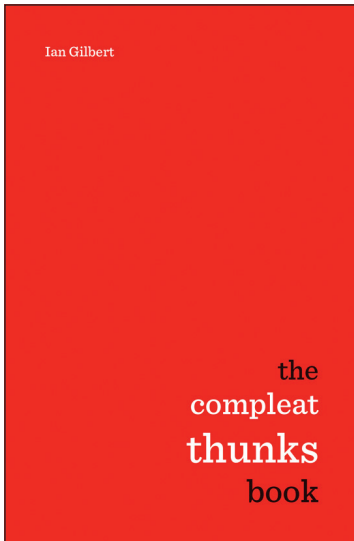
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CAN \$20.95 • US \$18.95

216 x 135mm

160 pages

paperback • ebook



Since establishing Independent Thinking 25 years ago, **Ian Gilbert** has made a name for himself across the world as a highly original writer, editor, speaker, practitioner and thinker and is someone who the *IB World* magazine has referred to as one of the world's leading educational visionaries.

The Compleat Thunks® Book

Ian Gilbert

In a world gone dangerously bonkers, we need *The Compleat Thunks Book*: a collection of beguiling questions about everyday things that stop you in your tracks and help you start to look at the world in a whole new light.

At times controversial and often provocative, Ian Gilbert's brainteasers are sure to stimulate philosophical enquiry and debate during the thinking, reasoning, logic or panic employed in arriving at (or deviating from) the answers and conversations that ensue. In other words, it's not about the answers at all and, as in life, there are none at the back of the book.

Are you responsible for the actions of your democratically elected leaders?

Are you who you say you are?

Do we all grow old at the same rate?

Is it more of a romantic gesture to buy someone flowers on any day but Valentine's Day?

Training

978-178135272-4
£12.99
CAN \$22.95 • US \$18.95
198 x 130mm
224 pages
paperback • ebook



The Salmon of Knowledge

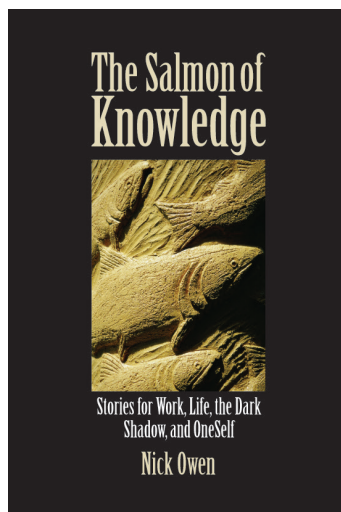
Stories for work, life, the dark shadow, and oneself

Nick Owen

A collection of stories, analogies and metaphors that invite us to pause and consider what is really important in our lives, our work and ourselves.

The stories invite us to slow down, take more time to reflect, experience the world from wider perspectives, and make wiser and more sustainable choices. They invite us to put ourselves squarely in the centre of the ongoing story that is our life, to take greater responsibility for connecting to what serves us, others and the wider context, and to find a greater variety of ways to express ourselves fully through our life, our work and everything we can be.

Varied and wide ranging, the stories are pragmatic, some spiritual, some light-hearted, some provocative, some work-related, while others still are closer to home. All of them challenge the reader to consider the life they are currently living, and ways they could deepen and enhance it for themselves and others in a wide variety of applications and contexts.



What are we called to do in our lives and how can we discover and express our personal and professional genius and purpose? Not easy questions but **Nick Owen** has been struggling with and exploring them for himself and with others through his writing, editing and storytelling – as well as in his workshops, seminars and coaching sessions – for the last several decades.

Training

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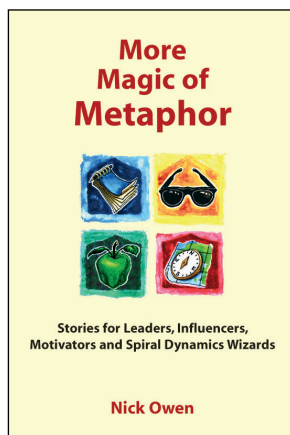
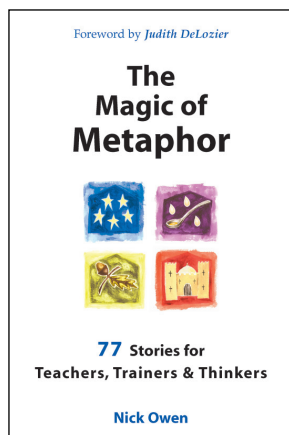
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256 pages

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The Magic of Metaphor

77 stories for teachers, trainers and thinkers

Nick Owen

Presents a collection of powerful stories designed to engage, inspire and transform the listener as well as the reader.

Promoting positive feelings, confidence, direction and vision, the stories supply a wealth of advice and information on the art of creating metaphor and storytelling.

More Magic of Metaphor

Stories for leaders, influencers, motivators and spiral dynamics wizards

Nick Owen

With a particular emphasis on leadership, the stories in this collection offer inspiration, inner knowledge and wisdom. Metaphors are incredibly powerful vehicles through which real change can be generated in the world, and can be used to influence, motivate and lead others with elegance and integrity.

Training

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CAN \$29.95 • US \$24.95
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234 x 156mm
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Leader

Know, love and inspire
your people

Katy Granville-Chapman
and Emmie Bidston

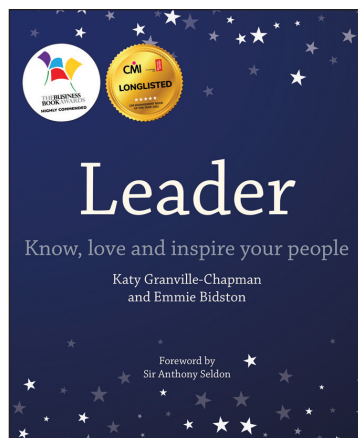
Practical, evidence-based and optimistic,
Leader will inspire leaders in any setting
to lead through service and empower
them with the tools to help their team
flourish.

Foreword by Sir Anthony Seldon.

In this wide-ranging book, Katy Granville-Chapman and Emmie Bidston eloquently combine up-to-date research in psychology and neuroscience with inspiring examples of success to show that leadership can be learned and that it is all about looking after your people.

They take you on a journey to meet a diverse selection of great leaders from multiple spheres – from the sports field to the corporate world – and talk you through the process by which effective leaders have become great leaders. The secret lies in mastering three key principles: know your people, love your people, inspire your people.

Suitable for both aspiring and established leaders looking to help their teams flourish.



“Seamlessly combines fantastic stories with laser-sharp questions to help you grow your leadership capabilities. Exceptional.” – Will Greenwood, former England rugby international and 2003 World Cup winner

Katy Granville-Chapman and Emmie Bidston are Associate Fellows at the Oxford Character Project and are co-chairs of the Leadership for Flourishing Group, a collaboration between the Oxford Character Project and the Human Flourishing Program at Harvard University.

Leadership

978-178583486-8

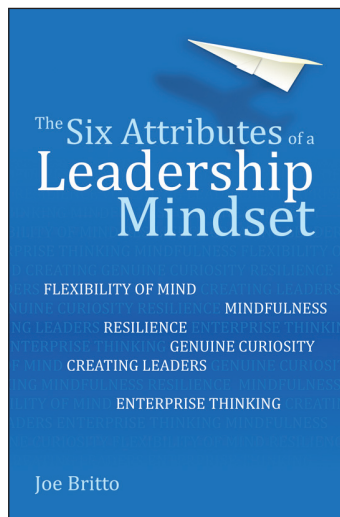
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CAN \$29.95 • US \$24.95

222 x 182mm

264 pages

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As founder of Innate Leaders – and as a psychological coach, management consultant and writer – [Joe Britto](#) has worked with a wide range of entrepreneurs and leadership teams across the non-profit, public and private sectors. His grounding in experiential learning, along with his studies in literary theory and psychological coaching, has allowed him to create a unique methodology that has successfully facilitated sustainable results.

The Six Attributes of a Leadership Mindset

Flexibility of mind, mindfulness, resilience, genuine curiosity, creating leaders, enterprise thinking

Joe Britto

In this insightful handbook, Joe Britto shines a spotlight on the qualities and behaviours that embody a leadership mindset and inspires leaders to step out of their comfort zone as they take on the challenges faced by their teams and organisations.

With the help of engaging stories, practical challenges and an acute sense of humour, Joe guides you through six key attributes of leadership – flexibility of mind, mindfulness, resilience, genuine curiosity, creating leaders and enterprise thinking – and explores in detail how you can bring them to life both within and beyond the workplace.

In doing so, he reveals the real gift of a leadership mindset: that as we grow our mindset and cultivate positive behaviours, we can lead ourselves and our teams to better outcomes and nurture the leadership capacities of others.

Leadership

978-178583406-6

£14.99

CAN \$26.95 • US \$21.95

216 x 140mm

304 pages

paperback • ebook • audiobook

Sex, Leadership and Rock'n'Roll

Leadership lessons from the academy of rock

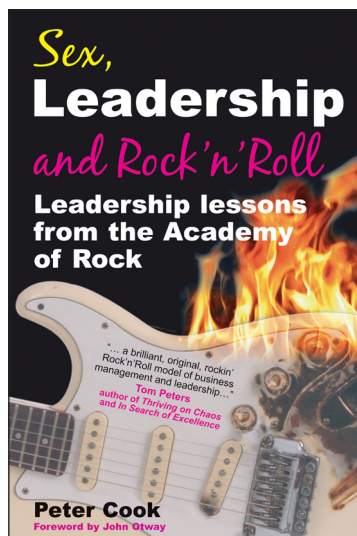
Peter Cook

Offers a real-world source of inspiration and provocation in areas such as creativity, innovation, relationships, motivation, leadership, high performance, learning and reinvention.

The unique approach springs from the mix of leading-edge concepts with the wisdom of the street in the form of rock music. This is served up in a quirky, challenging but intelligent way.

Peter Cook has skilfully synthesised these diverse viewpoints due to his background, both as a business academic, MBA graduate and tutor, strategy consultant and thought leader and also as a musician, writing and performing music, in rock bands.

The book examines the issues using the analogy of 'Sex, Drugs and Rock'n'Roll' rather than the language of prophets, consultants and gurus. In this context, the letters MBA stand for Management By Attitude.



Peter Cook leads Human Dynamics and The Academy of Rock, a creativity and innovation consultancy with an enviable network of associates around the world. We facilitate strategy, creativity, innovation and change through bespoke consultancy, masterclasses, keynotes, training, coaching and mentoring.

Leadership

978-184590016-8

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312 pages

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Ian McDermott specialises in giving people the skills to innovate their own collaborative leadership solutions. Much of his time is spent advising senior leaders worldwide and coaching the next generation to be innovative leaders.

L. Michael Hall is a cognitive psychologist who through research into NLP and self-actualisation psychology is now a modeller of human excellence.

The Collaborative Leader

The ultimate leadership challenge

Ian McDermott and
L. Michael Hall

A practical guide to collaborating with others and leading collaboratively.

That means learning how to win the hearts and minds of those who we lead. Packed with practical and immediate action points, this book will show you how to turn around a non-collaborative group or environment immediately.

You will find assessment questions throughout, step-by-step processes on collaboration, and an invitation to action at the end of each chapter: a personal challenge to step up to the collaborative level of leadership. Learn the core competencies that facilitate a healthy, joyful and productive collaboration.

Whether you're responsible for team or organisational development, you'll find plenty here to inspire you to transform your leadership into collaborative leadership.

Leadership

978-178583009-9
£12.99
CAN \$24.95 • US \$19.95
216 x 140mm
208 pages
paperback • ebook

The Five-Minute Coach

Improve performance – rapidly

Lynne Cooper and Mariette Castellino

The Five-Minute Coach offers a simple, step-by-step guide on how to coach quickly and effortlessly to get amazingly better results at work.

Short, punchy and easy to read, the book enables the reader to swiftly learn innovative and effective methods guaranteed to improve performance.

The Five-Minute Coach is a groundbreaking approach to coaching on the job. It creates significant performance improvements, while improving job satisfaction for manager and team member alike.

With its focus on outcome-thinking, effective action planning and motivating people to take action, the book offers clear steps, practical examples and tips. It all adds up to a very practical way to improve performance.

Suitable for leaders, managers and supervisors in any setting.



Lynne Cooper is an accredited coach and coaching supervisor who works with individuals, teams and organisations to transform performance.

Mariette Castellino is a coach, team coach and facilitator in the public, private and voluntary sectors.

Coaching

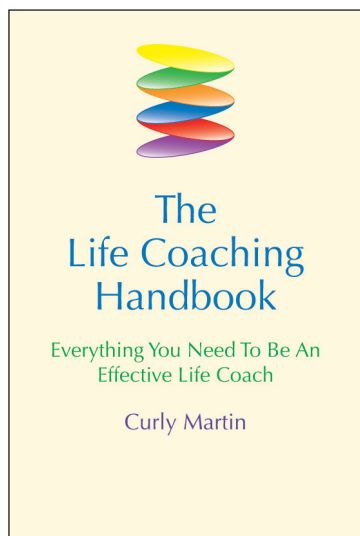
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Curly Martin is a Fellow member and the international head of ethics and standards of The International Institute of Coaching & Mentoring. She founded Achievement Specialists Limited, an internationally accredited life coach training company in 1997 (incorporated 2004) using her 25+ years' experience as a business coach, mentor and trainer.

The Life Coaching Handbook

Everything you need to be an effective life coach

Curly Martin

This complete guide to life coaching reveals what life coaching is, how to coach yourself and others effectively, and how to create and sustain a successful coaching practice.

The Life Coaching Handbook is the essential guide for life coaches, and a key sourcebook for NLP practitioners, human resources managers, training professionals, counsellors and the curious. Curly Martin is a professional life coach, author, trainer and internationally qualified NLP Master Practitioner. Having coached for more than 20 years, her clients include celebrities, CEOs, directors and doctors.

Also available as an audiobook, ISBN 978-190442469-7.

Coaching

978-189983671-0

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224 pages

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Clean Language

Revealing metaphors and opening minds

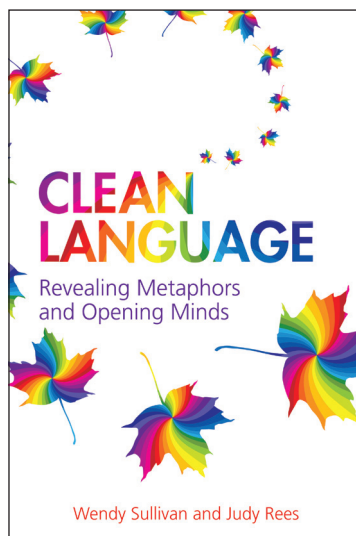
Wendy Sullivan and
Judy Rees

Would you like better relationships, a deeper understanding of the people around you, and a simple yet powerful way to help them achieve their life goals?

Clean Language can offer all this and more. This book will teach you a new way to communicate which gets to the heart of things!

By asking Clean Language questions to explore the metaphors which underpin a person's thinking, you can help people to change their lives in a way that intrinsically respects diversity and supports empowerment. Both you and they will gain profound new insights into what makes them tick.

Essential reading for coaches, healthcare professionals, parents, business people, teachers, therapists and anyone who wants to improve his or her communication skills.



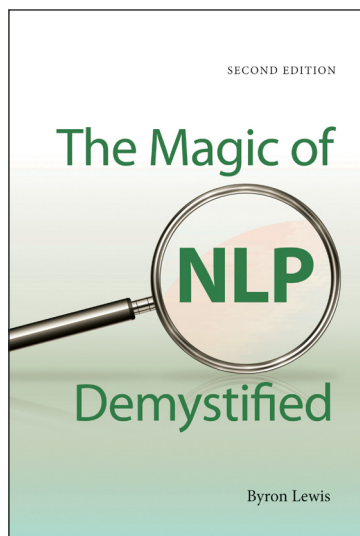
Wendy Sullivan is a specialist international trainer of Clean Language and Symbolic Modelling who has worked extensively with the founders of that field.

Judy Rees is a journalist and author, entrepreneur and marketer who loves connecting people and ideas. She is an expert in applying Clean Language – originally a therapy technique – in business contexts.

Coaching

978-184590125-7
£16.99

CAN \$29.95 • US \$22.95
234 x 156mm
240 pages
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The Magic of NLP Demystified – Second Edition

Byron Lewis

With new and updated material, this is the second edition of a work which has long been regarded as one of the best introductions to NLP and, in particular, its Language of Communication model available.

It introduces the reader to a remarkable new approach to the study of human communications and therapeutic change. Byron Lewis guides you along the fundamental principles of NLP in an easy to digest, often amusing way.

Why demystified? Because the well-organised presentation of the meta-model as you find it here makes it more accessible and is enriched by to-the-point examples, illustrations and comic strips.

Managers, sales people, consultants, therapists, parent educators and anyone interested in or involved with influential communications and personal change will benefit from reading this book, which is written in an informal and entertaining style.

Byron Lewis studied under Dr John Grinder, participating in the original research that laid the foundations for NLP. During the 1980s he was the director of the Meta Training Institute, conducting seminars and workshops in the field of NLP.

Coaching

978-184590803-4
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216 pages
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Performance Coaching

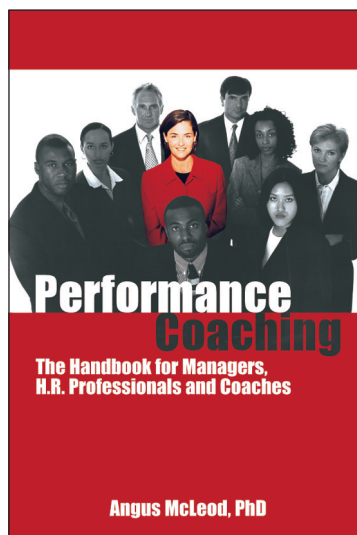
The handbook for managers, H.R. professionals and coaches

Angus McLeod

In Performance Coaching, Dr Angus McLeod brings together the fundamentals of all the best practice in coaching and builds up from there.

Unlike so many of the coaching books already on the market, this book is for coaches, not clients. Fast, accessible and clearly written, *Performance Coaching* is comprehensive and rich in real examples of real executives achieving real success in real-life situations.

Dr Angus McLeod is a well-known and respected coach through his practice with individuals, teams and professional coaches. He is widely published in the United States and Europe on coaching and team development issues. Angus continues to influence the coaching profession through his online mentoring service 'Ask Max' and leadership of The Coaching Foundation, a not-for-profit organisation that offers career development opportunities to professional coaches.



Professor Angus McLeod is pre-eminent in coaching technology and practice. His company Angus McLeod Associates trains coaching skills for managers, leadership and management development 'learning journeys' and e-learning solutions as well as supplying one-to-one coaching.

Coaching

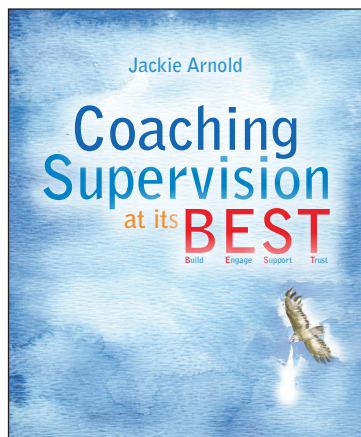
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Jackie Arnold is a former board member of the UK ICF. She is also an associate coach/consultant for Notion and the Leadership Foundation for Higher Education, delivering executive coaching programmes and consulting on building a coaching culture. She uses clean language methodology as a coach supervisor and is Ambassador for CSA and the Association of Coaching Supervisors.

Coaching Supervision at Its B.E.S.T.

Jackie Arnold

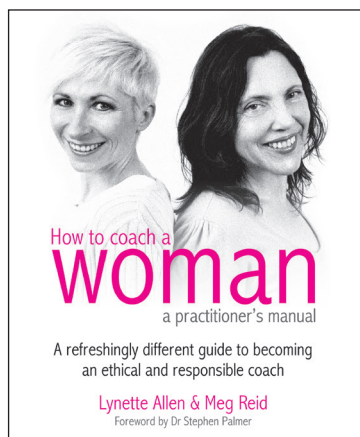
This practical guide contains clear strategies and real-life case studies and can be used in all settings where there is a need for effective and efficient coaching supervision.

The specific clean questioning technique allows the supervisor to remove assumptions and have an insightful and eagle-eyed view of the whole supervision spectrum. This book follows closely the requirements for the Institute of Leadership and Management (ILM) Level 7 Masters level qualification in Coaching Supervision.

Topics covered include: workplace supervision, executive coaching, business coaching, career coaching, life coaching, management, leadership, business management, professional support, clean language, metaphor, symbolic modelling, team building, communication and professional effectiveness.

Coaching

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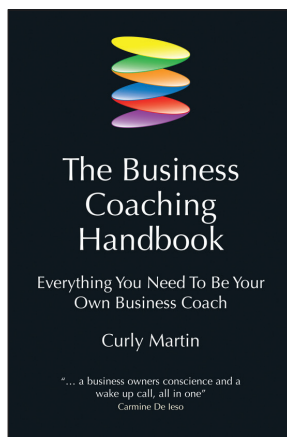


How to Coach a Woman – a Practitioner's Manual

A refreshingly different guide to becoming an ethical and responsible coach

Lynette Allen and
Meg Reid

The only guide a coach for women will ever need. Dispel the myths of coaching, understand the ethics and responsibility of taking on this vital role and you'll find a refreshingly different way to connect with your female employees or clients.



The Business Coaching Handbook

Everything you need to be your own business coach

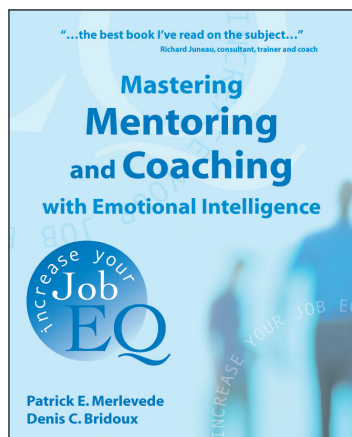
Curly Martin

The Business Coaching Handbook reveals what business coaching is, how to assess the shape of your business and what steps you need to put in place to grow it successfully.

Coaching

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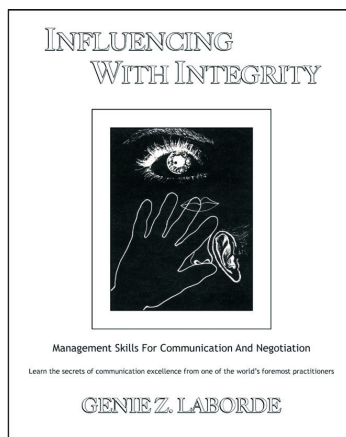


Mastering Mentoring and Coaching with Emotional Intelligence

Increase your jobEQ

Patrick E. Merlevede and
Denis C. Bridoux

Talks you through the key components of both mentoring and coaching and the need to clarify the similarities and differences between them.



Influencing with Integrity – Revised Edition

Management skills for communication and negotiation

Genie Z. Laborde

In this classic text, Genie Z. Laborde uses techniques derived primarily from NLP to create a set of state-of-the-art skills which the reader can use to improve any interaction.

Coaching

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234 x 187mm
276 pages
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Upskill

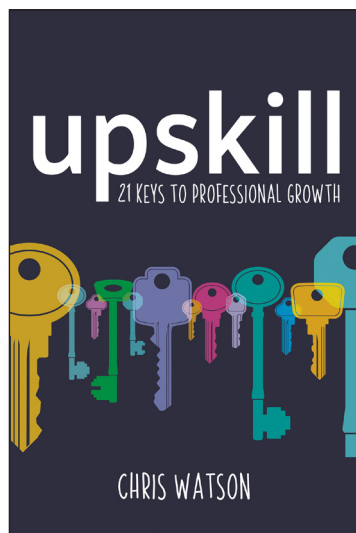
21 keys to professional growth

Chris Watson

Brimming with punchy, practical ideas to improve your day-to-day effectiveness, Chris Watson's *Upskill* is the definitive guide to developing the adaptive skills essential for success at work.

In *Upskill* Chris Watson presents a rich resource of reliable learning solutions to help busy professionals respond and adjust to the fast-paced world around them: providing over 800 practical ideas grouped around a bundle of 21 adaptive skills associated with successful outcomes at work and beyond. These skills can be practised and refined throughout a career, and have all been shown to be associated with greater operational agility – including creativity, collaboration and communication.

Suitable for anyone who is committed to developing themselves and their colleagues, but may not have the time, the resources, the budget or the inspiration to know where to start.



Chris Watson is an award-winning specialist in the promotion of adaptive skills who founded Endor Learn & Develop in 2002 following a successful career in publishing and higher education. Incurably curious about all aspects of organisational behaviour, his aim is to strengthen relationships in the workplace by sharing straightforward solutions which people can relate to on a personal level.

Personal Development

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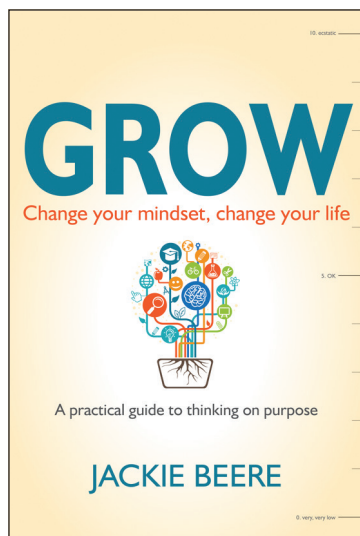
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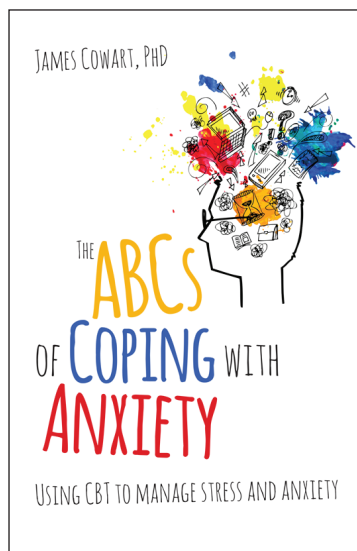
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James Cowart is a psychologist with a special interest in providing CBT to people suffering with anxiety disorders. He has a PhD in Applied Behaviour Analysis and is a member of the American Psychological Association.

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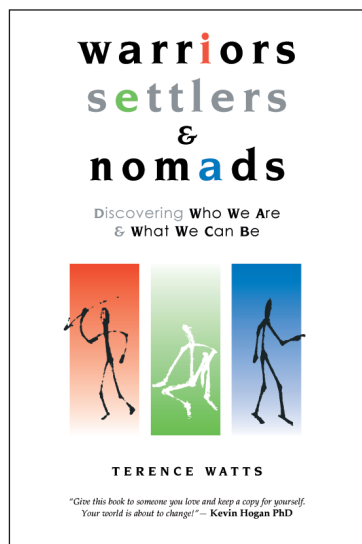
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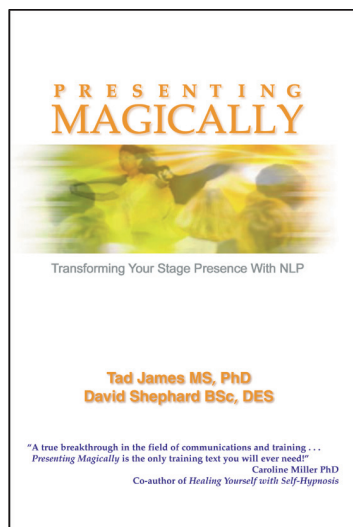
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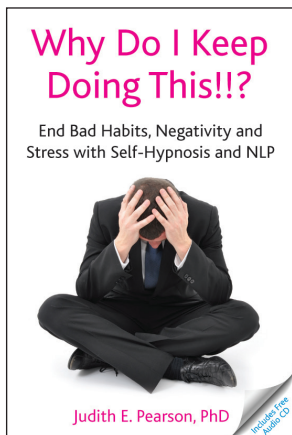
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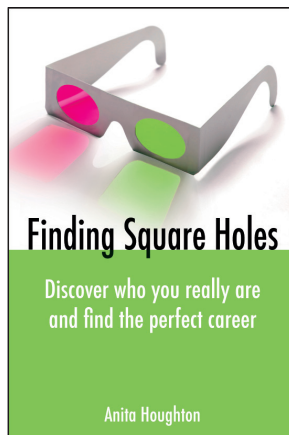


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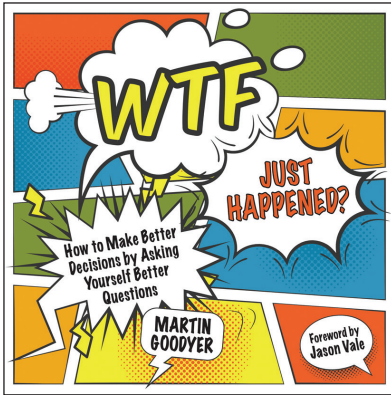
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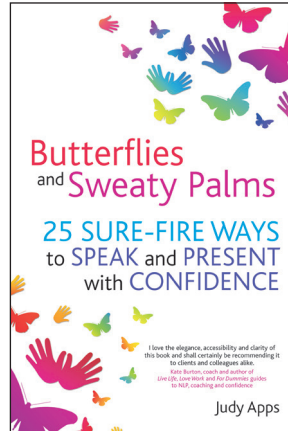


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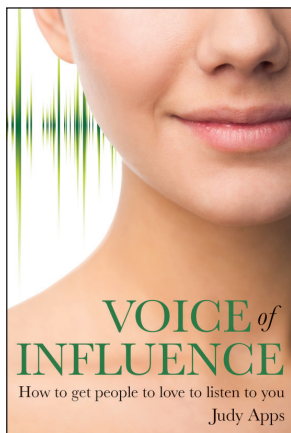
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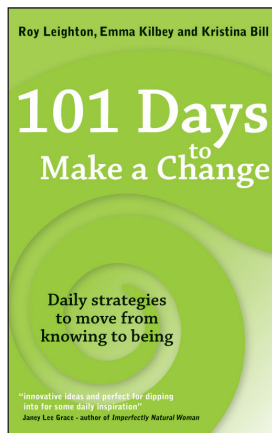


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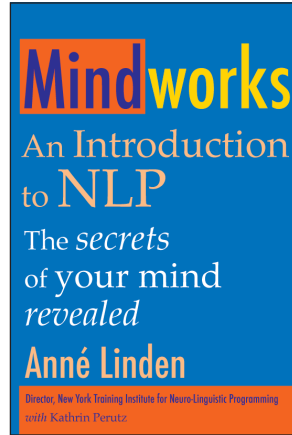


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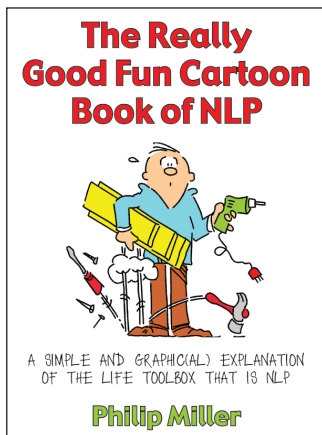
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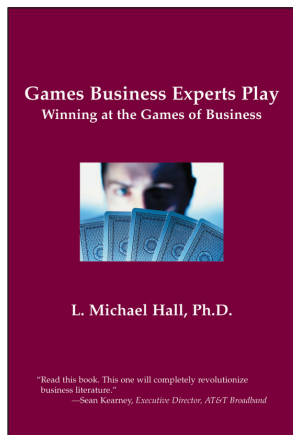


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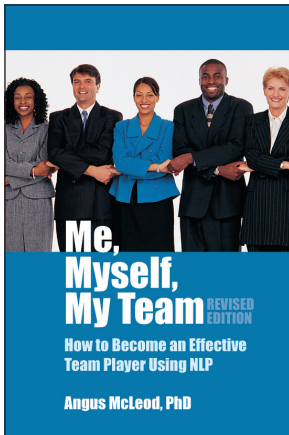
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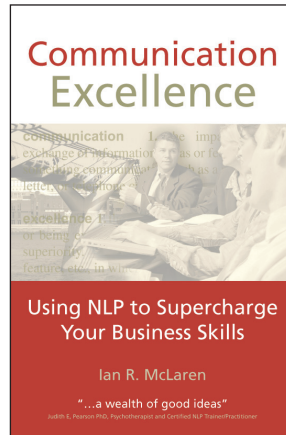


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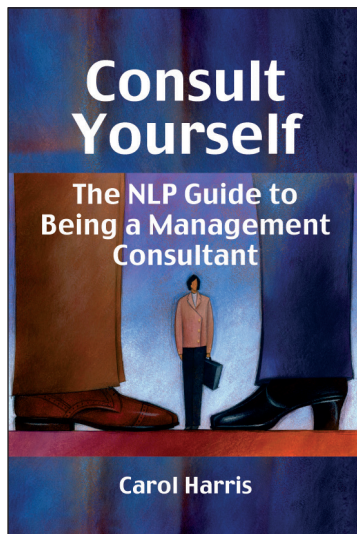
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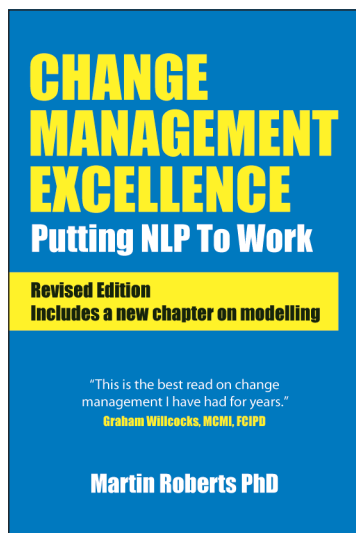


Carol Harris has, since 1986, run her own independent consultancy and training practice, Management Magic, which specialises in the development of people and organisations. Prior to that she was, for seven years, Director of Personnel and Administration for the Arts Council of Great Britain.

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Martin Roberts is a retired management consultant with extensive experience of change management in practice. He has worked at the highest level with many of the UK's top 100 companies and also has extensive experience in working with US corporations. Over the last 30 years he has developed an enviable reputation for solving problems seen by others as insoluble.

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