

Quiet Champions: A Way Forward for Mentors in Turbulent Times

By Ian Chisholm

Overview

“Quiet Champions” is an invitation to rediscover the power of mentorship in a world that feels increasingly fragmented and unstable. Drawing from three decades of leadership development across Canada and internationally, Ian Chisholm (co-founder of Roy Group and trusted advisor to leaders in business, education, government, and community) offers a fresh vision for how mentors can step forward with quiet strength.

“Mentorship is not something you do to someone. It is something you are to them.” — Ian Chisholm

Through stories, meditations, and practical tactics, Chisholm shares how true mentorship is less about advice and more about presence, conduct, and care. This book is for leaders crossing the threshold into mentorship, for seasoned professionals seeking to contribute their wisdom, and for communities hungry for deeper connection.



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"Essential reading for leaders, coaches and those committed to making others better." DANIEL COYLE, *New York Times*-bestselling author, *The Culture Code* and *The Talent Code*



QUIET CHAMPIONS

A WAY FORWARD *for* MENTORS
in TURBULENT TIMES

IAN CHISHOLM

Foreword by ZITA COBB

Quick facts

Full title: Quiet Champions: A Way Forward for Mentors in Turbulent Times

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Themes

Mentorship as a Gift Word

Mentorship is not a title to claim but something earned through presence, conduct, and impact.

The Power of Quiet Influence

The most influential mentors are steady companions who foster belonging and resilience—not the loudest voices in the room.

Community is a Need

Mentorship is rooted in community, reminding us that true leadership is sustained in relationship and shared practice.

Mentorship as Practice

Great mentors know when to advise, when to teach, when to coach, and when simply to walk beside others.

Stewardship for the Next Generation

Inheriting immense challenges, today's young people deserve to be surrounded by the skilled, the willing, and the wise.

A Way Forward in Turbulent Times

Anchored in humility, care, and quiet strength, Quiet Champions offers leaders a path to navigate uncertainty with purpose.



Jim Treliving

Canadian Entrepreneur and TV personality

“As someone who’s spent a lifetime building businesses, I know firsthand that success is never a solo journey. In Quiet Champions, Ian Chisholm captures the heart of what truly matters in moving forward as a society: character, mentorship and passing the torch to our next generation of leaders. This book is a testament to the quiet, steady influence of mentors—those who guide, challenge and support us when the stakes are high.”

Zita Cobb

Social entrepreneur and author of the foreword

“Community is a need and a gift. Ian reminds us that mentorship is one of the most powerful ways we can strengthen community, especially when the world feels uncertain.”



Biography

Ian Chisholm is a co-founder of Roy Group, a leadership development firm based in Victoria, B.C. that works with leaders in business, education, government, and social innovation. For more than thirty years, Ian has convened and coached leaders across sectors and continents. From the Isle of Skye in Scotland to Fogo Island in Newfoundland, his work focuses on cultivating leaders who can strengthen communities.

Carol Anne Hilton

CEO and founder, Indigenomics Institute,
Global Centre of Indigenomics

“Quiet Champions is a powerful and inspiring celebration of the leadership our world truly needs—anchored in integrity, humility and an unwavering pursuit of excellence. Ian Chisholm doesn’t just speak about leadership; he embodies it. His approach serves to uplift, nurtures authenticity and shapes stories that ignite real, lasting and meaningful change. This book is a must-read for anyone dedicated to cultivating leadership that creates deep and enduring impact across communities and organizations. Quiet Champions is not just a book—it’s an energizing call to elevate the human spirit and lead with clarity, courage and purpose.”

Daniel Coyle

New York Times–bestselling author

“Ian Chisholm’s insights are a road map for anyone who wants to build a culture where people grow, learn and lead with purpose. Essential reading for leaders, coaches and those committed to making others better.”

The best part of mentorship is not who the two of us are today, but who we are becoming — together.”

— Ian Chisholm

Author availability

- Interviews (podcasts, TV, radio, print)
- Op-eds and guest essays on mentorship, leadership, and community
- Speaking engagements at conferences, universities, leadership forums
- Workshops and conversations with organizations interested in developing mentorship cultures

Press Release

Ian Chisholm's new book offers a call to steady leadership in an uncertain world

For Immediate Release

October 23, 2025

VICTORIA – A new book by leadership specialist Ian Chisholm is shining a light on the quiet strength of mentorship as a guiding force in uncertain times.

Quiet Champions: A Way Forward for Mentors in Turbulent Times, published by Page Two Books, explores how leaders, teachers, coaches, and parents can step into the role of mentor to create stability, resilience and belonging in their communities.

Drawing on decades of experience in leadership development as the co-founder of Roy Group and trusted advisor to leaders across sectors, Chisholm shows how the most influential mentors are often the ones who lead with steadiness and care, rather than with volume or authority. He calls these figures “quiet champions.”

“Mentorship is not a title we claim — it’s a gift word,” says Chisholm. “In these turbulent times, the greatest champions are those who call forth the best in others, quietly and with resolve.”

The book combines personal stories, practical insights, and reflections inspired by ancient archetypes like Mentor and Athena, reminding readers that mentorship is less about titles and more about presence.

“Quiet Champions: A Way Forward for Mentors in Turbulent Times” will be released October 23, 2025, in paperback and ebook formats. It can be purchased through Amazon, Indigo, Barnes & Noble, and local Victoria book stores.

Quotes of Support

Ryan Pomeroy, CEO, Pomeroy Lodging

“These ideas have shaped my journey of becoming a more authentic leader. Ian Chisholm has helped me to understand that the practice of leadership can happen anywhere and within anyone. Quiet Champions is a masterclass in how to find the key to unlock your greatest potential.”

Jason Herle , CEO, Fountain Tire

“Ian Chisholm’s philosophy has been the cornerstone of our corporate culture for the last twenty years. The Roy Group team continues to work with us to position our leaders as mentors in their communities and to our Fountain Tire teams across the country. We are excited that it is time for the wider world to be introduced to this approach.”

Victor Cui , co-founder, ONE Championship

“Ian Chisholm’s insights remind us that the world’s most impactful leaders are often those whose names aren’t in the headlines, but whose influence echoes in every victory. If you want to understand how legacies are built and teams are transformed, this book is for you.”

David C. Baker, “The Expert’s Expert” (New York Times)

“When addressing an audience of leaders, I once said: No client will remember you years from now, but every person who ever worked for you will remember everything you taught them about life and leadership. They’ll remember who you were and how you infused them with that ‘thing,’ good or bad. This treatise gives life to that concept and helps you see how meaningful your life as a leader can be.”



Interview Questions

Why did you write *Quiet Champions*?

I wanted to reframe mentorship as something more than advice or expertise. It's not a title you claim, but a practice you live out through presence, conduct, and the way you accompany others. The book is an invitation for leaders to cross the threshold from being achievers to becoming companions—steady voices who help others find their way when it matters most .

What do you hope readers will take away?

I hope readers see mentorship not as a program, but as a way of being in the world. That they will recognize the quiet champions who have walked beside them, and feel stirred to step into that role for others. If even a handful of readers choose to accompany with more care, humility, and courage, then the book has done its work .

Why is mentorship especially urgent in today's world?

Emerging leaders are stepping into a world of climate disruption, technological upheaval, social fragmentation, and loneliness. It's too much to carry alone. Their birthright is to be surrounded by a council of the skilled, the willing, and the wise. If we don't step up to accompany them, we are asking them to face these challenges in isolation

What challenges do people face when trying to become mentors?

We tend to default to giving advice, or centering ourselves. Real mentorship asks us to listen deeply, to discern what is required in the moment, and sometimes to stay silent. It asks us to notice our own ego and let it rest. This is difficult work—because it's not about you. It's about the other person becoming more fully themselves .