

ICF Georgia Chapter Prism Nomination

We will accept nominations for the ICF Georgia Chapter Prism Award from May 4, 2020 – July 3, 2020, at 5 p.m. Eastern.

Only nominations submitted via this online awards platform by the nomination deadline will be considered for 2020 ICF Georgia Chapter Prism Award honors.

Questions about the 2020 ICF Georgia Chapter Prism Award? Please email info@icfgeorgia.org

* Required

Nominating Coach Information

1. Name *

2. ICF Credential *

Mark only one oval.

ACC

PCC

MCC

3. Coach Business/Company Name *

4. Email *

5. Phone *

Organization Nominee

6. Organization Name *

7. Street Address *

8. Street Address 2 *

9. City *

10. State *

Mark only one oval.

Georgia

11. Country *

Mark only one oval.

USA

12. Industry *

13. Number of Employees *

14. Annual Revenue *

15. Implementation Date of Coaching Program *

A prerequisite for Award eligibility is that the organization must have started implementation of the coaching initiative at least 1 year prior to May 4, 2020.

Example: January 7, 2019

16. Current Status of Coaching in the Organization *

Mark only one oval.

Ongoing

Completed

17. Number of coaches used in coaching initiative: *

18. Percentage of internal vs external coaches: *

19. Number of employees receiving coaching: *

20. Departments/Business Lines/Organizational Levels participating in coaching: *

Coaching
Program
Sponsor
Information

During the nomination review process, the panel of judges may wish to contact the coaching sponsor (or a suitable designee) for additional/clarifying information about the coaching initiative. Please provide contact details for the most appropriate coaching sponsor (e.g., Human Resources, Learning and Development, Talent Management, etc. ...) within the nominated organization. Please note that the coaching program sponsor and nominating coach should, ideally, be two different people.

21. Name *

22. Title/Position *

23. Email *

24. Phone *

Primary
Supporters/Champions

Please provide contact details for up to three individuals within the organization who are the primary supporters or "champions" for coaching in the organization. Typically, coaching champions are high-ranking individuals within the organization (e.g., C-suite) who advocate for the growth of the organization's coaching culture.

25. Champion #1 (Include: Name, Title, Email, Phone, ICF Credential if applicable) *

26. Champion #2 (Include: Name, Title, Email, Phone, ICF Credential if applicable)

27. Champion #3 (Include: Name, Title, Email, Phone, ICF Credential if applicable)

Language
Guidance

For the remaining sections of the nomination form, please refrain from identifying the proper name of the organization you are nominating, specific individuals or specific training programs/vendors. Rather, please provide anonymous references (e.g., the organization, the company, etc.).

Please note that if you provide identifying information in these sections, your nomination may be disqualified.

- Correct: The organization has calculated ROI of three times their investment.
- Incorrect: ABC Global Inc. has calculated ROI of three times their investment.

- Correct: An accredited provider delivered coach-specific training to internal coaches.
- Incorrect: School for Coaching Excellence delivered coach-specific training to internal coaches.

Coaching Snapshot

28. As the nominating coach, please describe why you feel this organization should be recognized with an International Prism Award. (250 words or less) *

Impact

Please review the following definition before responding to the questions below.

Return on expectations (ROE): the fulfillment of non-monetary individual and/or organizational goals identified before the start of coaching.

29. What methods does the organization use to evaluate the effectiveness of external coach practitioners? (Check all that apply.) *

Check all that apply.

- Absenteeism rates
- Coaching recipients' satisfaction scores
- Employee engagement scores
- Employee satisfaction scores
- Feedback from coaches
- Performance appraisals
- Promotion and/or tenure rates
- Return on expectations (ROE) for coaching recipients
- Return on expectations (ROE) for the organization
- Return on investment (ROI)
- The organization does not use external coach practitioners

Other: _____

30. What methods does the organization use to evaluate the effectiveness of internal coach practitioners? (Check all that apply.) *

Check all that apply.

- Absenteeism rates
- Coaching recipients' satisfaction scores
- Employee engagement scores
- Employee satisfaction scores
- Feedback from coaches
- Performance appraisals
- Promotion and/or tenure rates
- Return on expectations (ROE) for coaching recipients
- Return on expectations (ROE) for the organization
- Return on investment (ROI)
- The organization does not use external coach practitioners

Other: _____

31. What methods does the organization use to evaluate the effectiveness of managers/leaders using coaching skills? (Check all that apply.) *

Check all that apply.

- Absenteeism rates
- Coaching recipients' satisfaction scores
- Employee engagement scores
- Employee satisfaction scores
- Feedback from coaches
- Performance appraisals
- Promotion and/or tenure rates
- Return on expectations (ROE) for coaching recipients
- Return on expectations (ROE) for the organization
- Return on investment (ROI)
- The organization does not use external coach practitioners

Other: _____

32. Provide any observable and measurable details that underscore the value, influence or effectiveness of coaching. (Detailed response (500 words or less))> *

Examples could include, but not be limited to, the following:

- Integration of coaching measured by number of employees/proportion of workforce receiving coaching
- Employees who have received coaching provide positive testimonials that demonstrate the breadth and/or depth of the coaching initiative
- Employee indicators provided that validate increased levels of workplace engagement and well-being (e.g., decreased stress, increased resilience, goal attainment)
- Return on expectations (ROE) measurements provided for non-monetary employee/organizational goals that were identified before coaching initiative was implemented
- Return on investment (ROI) measurements calculated for areas that emphasized financial business outcomes or for any impacted goal areas that can be converted to a monetary value

Standards

Please review the following definition before responding to the questions below.

Coach-specific training: training that teaches coaching competencies and/or how to apply technical skills in a coach-like manner and encompasses theories and core coaching competencies designed to prepare an individual to practice as a professional coach.

33. Provide examples of how coaching in the organization was developed and implemented in a way that would highlight a commitment to rigorous professional standards, industry excellence or best practices within organizational coaching. (Detailed response - 500 words or less) *

Examples could include, but not be limited to, the following:

- Organization uses external or internal coaches who hold an ICF Credential
- Internal coaches and managers/leaders using coaching skills have participated in accredited coach-specific training
- Individuals offering coach-specific training to employees have graduated from an approved or accredited coach training program
- Coaches have been offered mentor coaching and/or coaching supervision
- ICF Code of Ethics has been identified as a resource in coaching agreement with the organization
- Coaching agreements explicitly state the relationship between coach, client and other stakeholders (e.g., supervisor, HR, other organizational decision-makers)
- Evidence-based approach adopted through coach training and/or delivery of coaching

34. If the organization uses internal coach practitioners and provides coach-specific training for them: How is coach-specific training currently offered to internal coach practitioners? (Check all that apply.) *

Check all that apply.

- Through the organization's HR department
- Through the organization's learning and development department
- From a program that's accredited/approved by a professional coaching organization
- From a program that's NOT accredited/approved by a professional coaching organization
- From a university-based program that's accredited/approved by a professional coaching organization
- From a university-based program that's NOT accredited/approved by a professional coaching organization
- By internal coach practitioners
- By external coach practitioners
- N/A

Other: _____

35. Which of the following does the organization offer to help support ongoing development for internal coach practitioners? (Check all that apply.) *

Check all that apply.

- A coaching community of practice to share ideas
- Mentor Coaching
- Coaching Supervision
- Peer Coaching
- Additional opportunities for coach-specific training
- Support to obtain coaching credentials/certificates
- Other
- The organization has no offerings to support ongoing development for internal coach practitioners
- The organization does not use internal coach practitioners

36. If the organization uses managers/leaders using coaching skills and provides coach-specific training for them: How is coach-specific training currently offered to managers/leaders using coaching skills? (Check all that apply.) *

Check all that apply.

- Through the organization's HR department
- Through the organization's learning and development department
- From a program that's accredited/approved by a professional coaching organization
- From a program that's NOT accredited/approved by a professional coaching organization
- From a university-based program that's accredited/approved by a professional coaching organization
- From a university-based program that's NOT accredited/approved by a professional coaching organization
- By internal coach practitioners
- By external coach practitioners
- N/A

Other: _____

Strategy

37. Do all employees in the organization have equal opportunity to receive coaching from a professional coach practitioner? *

Mark only one oval.

Yes

No

38. To whom is access to an external coach practitioner offered? (Check all that apply.)

*

Check all that apply.

- Entry-level employees
- Mid-level employees
- Senior-level employees
- High-potentials
- Teams
- The organization does not utilize external coach practitioners

Other: _____

39. To whom is access to an internal coach practitioner offered? (Check all that apply.)

*

Check all that apply.

- Entry-level employees
- Mid-level employees
- Senior-level employees
- High-potentials
- Teams
- The organization does not utilize internal coach practitioners

Other: _____

40. To whom is access to a manager/leader using coaching skills offered? (Check all that apply.) *

Check all that apply.

- Entry-level employees
- Mid-level employees
- Senior-level employees
- High-potentials
- Teams
- The organization does not utilize managers/leaders using coaching skills

Other: _____

41. Which of the following factors most impacted the organization's decision to offer coaching? (Choose only 3.) *

Check all that apply.

- Manage employee performance
- Improve team functioning
- Accelerate leadership development
- Increase productivity
- Accelerate on-boarding (into new roles and/or the organization)
- Improve communication skills
- Improve decision-making
- Reduce turnover
- Increase employee well-being
- Improve customer satisfaction
- Option 11

42. Provide specific examples of how organizational goals, strategic priorities or workplace needs are being addressed through coaching. (Detailed response - 500 words or less) *

Examples could include, but not be limited to, the following:

- Coaching aligns with organizational mission, vision, core values or behaviors
- Coaching can be mapped clearly to current organizational goals/objectives
- Coaching supported by dedicated allocation of human and/or financial resources
- Coaching has proven to be adaptable/has evolved to serve fast-emerging employee/organizational needs
- Coaching has become a fundamental element to the organization's team-building processes

Sustainability

43. Provide examples of how coaching has become embedded into the fabric of the organization or identify any plans to develop/expand coaching further.. (Detailed response - 500 words or less) *

Examples could include, but not be limited to, the following:

- Organization has coaching champions/advocates in senior leadership position who can communicate the coaching strategy effectively
- Coaching has become positioned as a preferred solution when compared to other modalities
- Coaching used as modality in forward-thinking areas (e.g., talent management, succession planning, employee development)
- Coaching shows long-term resilience in organizational infrastructure/operating budget
- Organizational leadership styles have changed positively resulting from the coaching

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