2023 ICF India Prism Award Nomination Submission Worksheet

(For organisations, to be submitted by a nominating coach)

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This Nomination Submission Worksheet needs to be duly filled and kept ready before you start the nomination process. It will have to be uploaded in the Nomination Form

# Page: Coaching Snapshot

IMPORTANT NOTE:

For the remaining sections of this 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 your nomination may be disqualified if you provide identifying information in these sections.**

* 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.
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* Correct: The Marketing Director credited coaching with increasing employee engagement in her department.
* Incorrect: Marketing Director Jane Doe credited coaching with increasing employee engagement in her department.

As the nominating coach, please describe why you feel this organization should be a candidate for the ICF India Prism Award. (200 words or less) \*

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Please provide a general description of the impact that coaching has had on the workforce and the organization. (200 words or less) \*

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How has coaching helped the organization cope with the pandemic in an 'out of the ordinary' way? \*

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# Page: Detailed Evaluative Criteria - Impact

**IMPORTANT NOTE:**

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

**Definition**

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

**What methods does your organization use to evaluate the effectiveness of external coach practitioners? (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)

Other

The organization does not use external coach practitioners

Other methods used to evaluate effectiveness of external coaches: \*

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**What methods does your organization use to evaluate the effectiveness of internal coach practitioners? (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)

Other

The organization does not use internal coach practitioners

Other methods used to evaluate the effectiveness of internal coaches: \*

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

Absenteeism rates

Employee engagement scores

Employee satisfaction scores

Feedback from managers/leaders using coaching skills

Feedback from team members

Performance appraisals

Promotion and/or tenure rates

Return on expectations (ROE) for employees

Return on expectations (ROE) for the organization

Return on investment (ROI)

Other

The organization does not use managers/leaders using coaching skills

Other methods used to evaluate the effectiveness of Managers/Leaders using Coaching skills: \*

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**In 250 words or less provide observable and measurable details that highlight the value, influence, or effectiveness of the coaching initiative on the individual and the organization.** Please do not use organizations' or individuals' proper names.

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

* Integration of coaching measured by the 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 and its impact on the individual and the organization.
* Employee indicators 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 the coaching initiative was implemented
* Return on investment (ROI) measurements including financial or business outcomes for the areas impacted in the organization that can be converted to a monetary value.

Detailed response \*

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# Page: Detailed Evaluative Criteria - Standards

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

**Definition**

**Coach-specific Education/Training**: 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.

**Which of the following best describes the average amount of coach-specific Education/Training required to become qualified as an internal coach practitioner? \*** Select one option

The organization does not provide or require coach-specific Education/Training for internal coaches

Between 1 and 30 hours

Between 31 and 59 hours

Between 60 and 124 hours

Over 125 hours

The organization does not use internal coach practitioners.

**How is coach-specific Education/Training currently offered to internal coach practitioners?**

Please confirm what coach-specific Education/Training internal coach practitioners receive and if it is accredited or not.

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**Which of the following best describes the average amount of coach-specific Education/Training completed by managers/leaders using coaching skills? \***

The organization does not provide coach-specific Education/Training for managers/leaders using coaching skills.

Between 1 and 30 hours

Between 31 and 59 hours

Between 60 and 124 hours

Over 125 hours

The organization does not use Managers/Leaders using coaching skills

**How is coach-specific Education/Training currently offered to Managers/Leaders using Coaching skills?**

Please confirm what coach-specific Education/Training Managers/Leaders using coaching skills receive and if it is accredited or not.

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

Mentor Coaching

A coaching community of practice to share ideas

Support to obtain coaching credentials/certificates

Peer Coaching

Coaching Supervision

Additional opportunities for coach-specific Education/Training

Membership in a coaching association or organization

Other

The organization has no offerings to support ongoing development for internal coach practitioners

The organization does not use internal coach practitioners

Other ongoing development for internal Coach practitioners: \*

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**Which of the following does the organization offer to help support ongoing development for managers/leaders using coaching skills? (Check all that apply.) \***

Membership in a coaching association or organization

Coaching Supervision

Mentor Coaching

Support to obtain coaching credentials/certificates

Peer Coaching

A coaching community of practice to share ideas

Additional opportunities for coach-specific Education/Training

Other

The organization has no offerings to support ongoing development for managers/leaders using coaching skills

The organization does not use managers/leaders using coaching skills

Other ongoing development for Managers/Leaders using Coaching skills: \*

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**(250 words or less)** Please do not use organizations' or individuals' proper names. **Provide examples of how the organization's coaching initiatives highlighted a commitment to rigorous professional standards, industry excellence, or best practices within organizational coaching.**

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

* The organization uses external or internal coaches who are current ICF Credential holders
* Internal coaches and managers/leaders using coaching skills completed ICF accredited coach-specific Education/Training
* Individuals offering coach-specific Education/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 included in the organization, in coaching agreements with an emphasis on coaching conversations
* An evidence-based approach adopted through coach education/training and/or delivery of coaching

Detailed response \*

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# Page: Detailed Evaluative Criteria - Strategy

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

Yes

No

**To whom is access to an external coach practitioner offered? (check all that apply) \***

Select one or more options for external coach offering

Entry-level employees

Mid-level employees

Senior-level employees

High-potentials

Teams

The organization does not utilize external coach practitioners

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

Select one or more options for internal coach offering

Entry-level employees

Mid-level employees

Senior-level employees

High-potentials

Teams

The organization does not utilize internal coach practitioners

**To whom is access to Managers/Leaders using Coaching skills offered? (Check all that apply) \***

Select one or more options for Managers/Leaders using Coaching skills offering

Entry-level employees

Mid-level employees

Senior-level employees

High-potentials

Teams

The organization does not utilize Managers / Leaders

**Which of the following factors most impacted the organization's decision to offer coaching? \***

**Check only three (3).**

Improve team functioning

Increase employee engagement

Accelerate leadership development

Increase productivity

Improve communication skills

Increase employee well-being

Improve decision-making

Manage employee performance

Reduce turnover

Accelerate on-boarding (into new roles and/or the organization)

Improve customer satisfaction

Manage employee performance

**250 words or less.** Please do not use organizations' or individuals' proper names.

**List the direct impact that Coaching has had on your organizational goals and objectives.**

Provide three to five examples below of how organizational goals, strategic priorities or workplace needs are being addressed through coaching.

Detailed response \*

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# Page: Detailed Evaluative Criteria - Sustainability

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**Which of the following BEST describes the annual budget activity for coaching in the organization? \***

**Select one option**

Coaching is a fixture in the organization and has a dedicated line item in the budget

Whenever the organization has surplus funds available, it may allocate those funds toward coaching

Only if coaching provides a solid return may additional funds be requested for coaching

It is challenging to find or secure funding for coaching inside the organization

**250 words or less**. Please do not use organizations' or individuals' proper names.

**Provide examples of how Coaching has become embedded into the organization's fabric, and/or identify plans to develop or expand Coaching further.**

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

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

Detailed response \*

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# Page: Additional Comments to Nomination

Please include any additional comments you wish to add to your nomination. Please do not use organizations' or individuals' proper names. (Maximum 400 words)

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--- End of Nomination Submission Worksheet ---