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 ---