

## **Impact**

Select a score from 1 to 5, with 1 being the lowest score and 5 being the highest score, for Impact and provide justification for your selection. This information will be shared with applicants.

Impact: Provide any observable and measurable details that underscore the value, influence or effectiveness of the coaching initiative. 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 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**

Select a score from 1 to 5, with 1 being the lowest score and 5 being the highest score, for Standards and provide justification for your selection. This information will be shared with applicants.

Standards: Provide examples of how the coaching initiative was developed in a way that would highlight a commitment to rigorous professional standards, industry excellence or best practices within organizational coaching. Examples could include, but not be limited to, the following (500 words or less):

- Coaching initiative utilizes external or internal coaches who hold an ICF Credential
- Individuals offering coach-specific training to employees have graduated from an ICF accredited/approved program
- Coaches involved in the initiative have been offered coach mentoring/coaching supervision
- ICF Code of Ethics has been identified as a resource in coaching agreement with the organization; in particular, confidentiality has been preserved in coaching conversations
- Evidence-based approach adopted throughout coach training and/or delivery of coaching

## **Strategy**

Select a score from 1 to 5, with 1 being the lowest score and 5 being the highest score, for Strategy and provide justification for your selection. This information will be shared with applicants.

Strategy: Provide specific examples of how organizational goals, strategic priorities or workplace needs are being addressed through the coaching initiative. Examples could include, but not be limited to, the following (500 words or less):

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

## **Sustainability**

Select a score from 1 to 5, with 1 being the lowest score and 5 being the highest score, for Sustainability and provide justification for your selection. This information will be shared with applicants.

Sustainability: Provide examples of how coaching has become embedded into the fabric of the organization or identify any plans to develop/expand the coaching initiative further. Examples could include, but not be limited to, the following (500 words or less):

- 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