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| **Page: Data Privacy Agreement** |
| Pursuant to the Canadian Anti-Spam Law (CASL) and the European Union General Data Protection Regulation (GDPR) ICF is seeking your express consent to have your electronic personal information stored in our system and to receive information regarding the ICF International Prism Award.  The information you provide will be used for the express purposes of administering this awards program and communicating with you about your application status.  If you do not advance to the finalist round of competition and are an ICF Member and/or Credential-holder, your application materials will be deleted from our system one (1) year after the conclusion of the awards program. Any of your personal data associated with your application (including but not limited to your name, email address, telephone number and Credential status) will remain in our system for the duration of your affiliation with ICF as a Member and/or Credential-holder.  If you do not advance to the finalist round of competition and are not an ICF Member and/or Credential-holder, your application materials and any personal data your provided to set up your online account with us will be deleted from our system one (1) year after the conclusion of the awards program.  If you are a finalist, your application materials and the products that result from them (including but not limited to published case studies, promotional videos, video interviews, etc.) will remain in our system in perpetuity. The resulting products may be used to promote the awards program and/or to provide education and professional development opportunities.  No educational or promotional product will be published without the express consent of all relevant stakeholders. If you would like a published piece of material to be removed from ICF’s website and back-end systems at any time, please email [stephanie.norris@coachingfederation.org](mailto:stephanie.norris@coachingfederation.org?subject=Prism%20Award) or call +1.859.421.0075.  Please note that we will retain anonymized data from all awards nominations, regardless of finalist status, to conduct ongoing benchmarking and program improvement efforts.  Do you give your consent to have your electronic information stored by ICF and to receive emails from ICF regarding the International Prism Award program?  **Please note that if you do not opt in and provide consent below, you will not be eligible to participate in this awards program.**  Select one or more options  ☐ Yes, I opt in and hereby give my express consent to have my electronic information stored via ICF and to receive emails from ICF Headquarters regarding the ICF International Prism Award program. I hereby acknowledge ICF's disclosure and my understanding of the above privacy data policies for awards programs and that I have the right at any time to opt out or unsubscribe from the receipt of future emails from ICF Headquarters. |
| **Page: Nominating Coach** |
| Nominating Coach Information: |
| **First Name** \* |
| **Last Name** \* |
| **ICF Credential** \* Select one option  ⭘ ACC  ⭘ PCC  ⭘ MCC |
| **Coach Business / Company Name** |
| **Email** \* |
| **Phone** \* |
| **Terms** \* Select one or more options  ☐ I agree to all International Coaching Federation Prism Award terms and conditions as outlined below. |
| The organization must be nominated by an external or internal coach who holds an up-to-date ICF Credential and has delivered coaching in the organization.The organization must have started to implement coaching before January 1, 2020.Employees in the organization directly benefit from the coaching culture by receiving coaching and/or working with a manager/leader who uses coaching skills.The Prism program is not designed for coach-training organizations or organizations that provide external coach practitioners to organizations and/or individuals.During the nomination review process, the nominating coach and/or coaching sponsor is able to provide additional/clarifying information about the nomination if they are asked to do so.The organization, its leaders and its public relations team are willing and able to publicly share information that points to the success of the coaching initiative (e.g., annual revenue, return on investment data, employee engagement and retention data.)The data shared in the nomination to demonstrate the impact of coaching, will be available for ICF to share in press releases, case studies, etc.The organization was not a 2020 ICF International Prism Award winner or honorable mention recipient. |
| **Page: Organizational Nominee** |
| Organization Nominee Information: |
| **Organization Name** \* |
| **Address** \* |
| **Address 2** |
| **City** \* |
| **State / Province** \* |
| **Country** \* Select one option  ⭘ Afghanistan  ⭘ Åland Islands  ⭘ Albania  ⭘ Algeria  ⭘ American Samoa  ⭘ Andorra  ⭘ Angola  ⭘ Anguilla  ⭘ Antarctica  ⭘ Antigua and Barbuda  ⭘ Argentina  ⭘ Armenia  ⭘ Aruba  ⭘ Australia  ⭘ Austria  ⭘ Azerbaijan  ⭘ Bahamas  ⭘ Bahrain  ⭘ Bangladesh  ⭘ Barbados  ⭘ Belarus  ⭘ Belgium  ⭘ Belize  ⭘ Benin  ⭘ Bermuda  ⭘ Bhutan  ⭘ Bolivia  ⭘ Bonaire, Sint Eustatius and Saba  ⭘ Bosnia and Herzegovina  ⭘ Botswana  ⭘ Bouvet Island  ⭘ Brazil  ⭘ British Indian Ocean Territory  ⭘ Brunei Darussalam  ⭘ Bulgaria  ⭘ Burkina Faso  ⭘ Burundi  ⭘ Cambodia  ⭘ Cameroon  ⭘ Canada  ⭘ Cape Verde  ⭘ Cayman Islands  ⭘ Central African Republic  ⭘ Chad  ⭘ Chile  ⭘ China (Mainland)  ⭘ Christmas Island  ⭘ Cocos (Keeling) Islands  ⭘ Colombia  ⭘ Comoros  ⭘ Congo, The Democratic Republic of the  ⭘ Congo  ⭘ Cook Islands  ⭘ Costa Rica  ⭘ Cote D'Ivoire  ⭘ Croatia  ⭘ Cuba  ⭘ Curaçao  ⭘ Cyprus  ⭘ Czech Republic  ⭘ Denmark  ⭘ Djibouti  ⭘ Dominica  ⭘ Dominican Republic  ⭘ Ecuador  ⭘ Egypt  ⭘ El Salvador  ⭘ Equatorial Guinea  ⭘ Eritrea  ⭘ Estonia  ⭘ Ethiopia  ⭘ Falkland Islands (Malvinas)  ⭘ Faroe Islands  ⭘ Fiji  ⭘ Finland  ⭘ France  ⭘ French Guiana  ⭘ French Polynesia  ⭘ French Southern Territories  ⭘ Gabon  ⭘ Gambia  ⭘ Georgia  ⭘ Germany  ⭘ Ghana  ⭘ Gibraltar  ⭘ Greece  ⭘ Greenland  ⭘ Grenada  ⭘ Guadeloupe  ⭘ Guam  ⭘ Guatemala  ⭘ Guernsey  ⭘ Guinea  ⭘ Guinea-Bissau  ⭘ Guyana  ⭘ Haiti  ⭘ Heard Island and Mcdonald Islands  ⭘ Holy See (Vatican City State)  ⭘ Honduras  ⭘ Hong Kong (Greater China)  ⭘ Hungary  ⭘ Iceland  ⭘ India  ⭘ Indonesia  ⭘ Iran, Islamic Republic Of  ⭘ Iraq  ⭘ Ireland  ⭘ Isle of Man  ⭘ Israel  ⭘ Italy  ⭘ Jamaica  ⭘ Japan  ⭘ Jersey  ⭘ Jordan  ⭘ Kazakhstan  ⭘ Kenya  ⭘ Kiribati  ⭘ Korea, Democratic People's Republic of  ⭘ Korea, Republic of  ⭘ Kosovo  ⭘ Kuwait  ⭘ Kyrgyzstan  ⭘ Lao People's Democratic Republic  ⭘ Latvia  ⭘ Lebanon  ⭘ Lesotho  ⭘ Liberia  ⭘ Libyan Arab Jamahiriya  ⭘ Liechtenstein  ⭘ Lithuania  ⭘ Luxembourg  ⭘ Macao (Greater China)  ⭘ Macedonia  ⭘ Madagascar  ⭘ Malawi  ⭘ Malaysia  ⭘ Maldives  ⭘ Mali  ⭘ Malta  ⭘ Marshall Islands  ⭘ Martinique  ⭘ Mauritania  ⭘ Mauritius  ⭘ Mayotte  ⭘ Mexico  ⭘ Micronesia, Federated States of  ⭘ Moldova, Republic of  ⭘ Monaco  ⭘ Mongolia  ⭘ Montenegro  ⭘ Montserrat  ⭘ Morocco  ⭘ Mozambique  ⭘ Myanmar  ⭘ Namibia  ⭘ Nauru  ⭘ Nepal  ⭘ Netherlands  ⭘ New Caledonia  ⭘ New Zealand  ⭘ Nicaragua  ⭘ Niger  ⭘ Nigeria  ⭘ Niue  ⭘ Norfolk Island  ⭘ Northern Mariana Islands  ⭘ Norway  ⭘ Oman  ⭘ Pakistan  ⭘ Palau  ⭘ Palestinian Territory  ⭘ Panama  ⭘ Papua New Guinea  ⭘ Paraguay  ⭘ Peru  ⭘ Philippines  ⭘ Pitcairn  ⭘ Poland  ⭘ Portugal  ⭘ Puerto Rico  ⭘ Qatar  ⭘ Reunion  ⭘ Romania  ⭘ Russian Federation  ⭘ Rwanda  ⭘ Saint Barthélemy  ⭘ Saint Helena  ⭘ Saint Kitts and Nevis  ⭘ Saint Lucia  ⭘ Saint Martin (French part)  ⭘ Saint Pierre and Miquelon  ⭘ Saint Vincent and the Grenadines  ⭘ Samoa  ⭘ San Marino  ⭘ Sao Tome and Principe  ⭘ Saudi Arabia  ⭘ Senegal  ⭘ Serbia  ⭘ Seychelles  ⭘ Sierra Leone  ⭘ Singapore  ⭘ Sint Maarten (Dutch part)  ⭘ Slovakia  ⭘ Slovenia  ⭘ Solomon Islands  ⭘ Somalia  ⭘ South Africa  ⭘ South Georgia and the South Sandwich Islands  ⭘ South Sudan  ⭘ Spain  ⭘ Sri Lanka  ⭘ Sudan  ⭘ Suriname  ⭘ Svalbard and Jan Mayen  ⭘ Swaziland  ⭘ Sweden  ⭘ Switzerland  ⭘ Syria  ⭘ Taiwan (Greater China)  ⭘ Tajikistan  ⭘ Tanzania, United Republic of  ⭘ Thailand  ⭘ Timor-Leste  ⭘ Togo  ⭘ Tokelau  ⭘ Tonga  ⭘ Trinidad and Tobago  ⭘ Tunisia  ⭘ Turkey  ⭘ Turkmenistan  ⭘ Turks and Caicos Islands  ⭘ Tuvalu  ⭘ Uganda  ⭘ Ukraine  ⭘ United Arab Emirates  ⭘ United Kingdom  ⭘ United States Territories and Minor Outlying Islands  ⭘ United States  ⭘ Uruguay  ⭘ Uzbekistan  ⭘ Vanuatu  ⭘ Venezuela  ⭘ Vietnam  ⭘ Virgin Islands, British  ⭘ Virgin Islands, U.S.  ⭘ Wallis and Futuna  ⭘ Western Sahara  ⭘ Yemen  ⭘ Zambia  ⭘ Zimbabwe |
| **Number of Employees** \* |
| **Industry** \* Select one %0  ⭘ Communications, Entertainment and Media  ⭘ Education  ⭘ Energy and Utilities  ⭘ Government and Public  ⭘ Health, Pharmaceutical and Science  ⭘ Hospitality and Leisure  ⭘ Manufacturing, Engineering and Construction  ⭘ Nonprofit/NGO  ⭘ Professional and Financial Services  ⭘ Retail and Consumer  ⭘ Technology  ⭘ Transportation  ⭘ Other |
| **Annual Revenue (in US Dollars)** \* Please enter numbers only. Do not include other characters (decimal point, comma or $, for example). |
| **Implementation Date of Coaching** \* Please enter using the following format MM/DD/YYYY. |
| **What is the current Status of Coaching in the Organization** \* Select one option  ⭘ The organization maintains the current size/scope  ⭘ The organization is expanding size/scope  ⭘ The coaching initiative has concluded/finished |
| For the questions below, you will quantify the extent to which coaching is used across the organization. Please review the following definitions before responding.  **Definitions**  **Manager/leader using coaching skills:** a manager or leader who uses coaching knowledge, approaches, and skills to create awareness and support behavior change.  **Professional coach practitioner:**someone who provides an ongoing partnership designed to help clients produce fulfilling results in their personal and professional lives.  **External coach practitioner:**a professional coach practitioner, who is either self-employed or partners with other professional coaches, to form a coaching business.  **Internal coach practitioner:** a professional coach practitioner, who is employed within an organization and has specific coaching responsibilities identified in his or her job description. |
| **Which of the following modalities are present in the organization? (Check all that apply.)** \* Select one or more options  ☐ Managers/leaders using coaching skills  ☐ External coach practitioners  ☐ Internal coach practitioners |
| **Number of managers/leaders using coaching skills currently employed by the organization** \* |
| **Number of external coach practitioners currently in use by the organization** \* |
| **How many external coach practitioners have delivered coaching in the organization in 2020?** \* |
| **How many of these external coach practitioners are current ICF Members?** \* |
| **How many of these external coach practitioners are current ICF Credential-holders?** \* |
| **Number of internal coach practitioners currently employed by the organization** \* |
| **How many internal coach practitioners have delivered coaching in the organization in 2020?** \* |
| **How many of these internal coach practitioners are current ICF Members?** \* |
| **How many of these internal coach practitioners are current ICF Credential-holders?** \* |
| **Number of internal coach practitioners currently employed by the organization\*****\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****How many internal coach practitioners have delivered coaching in the organization in 2020?\*****\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****How many of these internal coach practitioners are current ICF Members?\*****\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****How many of these internal coach practitioners are current ICF Credential-holders?\*****\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****Number of employees currently receiving coaching from an external or internal coach practitioner** \* |
| **Number of employees who have received coaching from an external or internal coach practitioner since the coaching implementation date** \* |
| For the following two questions, please express the extent to which you agree with the given statements. |
| **Please indicate the extent of your agreement with the following statement: "Senior executives value coaching within the organization."** \* Select one option  ⭘ Strongly Disagree  ⭘ Disagree  ⭘ Neither Agree nor Disagree  ⭘ Agree  ⭘ Strongly Agree  ⭘ Don't know or Not applicable |
| **Please indicate the extent of your agreement with the following statement: "Employees value coaching within the organization."** \* Select one option  ⭘ Strongly Disagree  ⭘ Disagree  ⭘ Neither Agree nor Disagree  ⭘ Agree  ⭘ Strongly Agree  ⭘ Don't know or Not applicable |
| **Page: Coaching Program Sponsor** |
| 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 Resource, Learning & Development, Talent Management, etc …) within the organization below. ***Please note that the coaching program sponsor and nominating coach should, ideally, be two different people.*** |
| **First Name** \* |
| **Last Name** \* |
| **Title/Position** \* |
| **Email** \* |
| **Phone** \* |
| **Page: Coaching Champions** |
| Primary Supporters or 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. The nominating coach and coaching sponsor should not be listed as champions.** |
| Select one or more options  ☐ I DO NOT give ICF staff permission to include the organization's coaching champion(s) in communications regarding their Prism Award nomination. |
| Champion 1 |
| **First Name** \* |
| **Last Name** \* |
| **Title/Position** \* |
| **Email** \* |
| **Phone** \* |
| **Holds an ICF Credential?**  Select one option  ⭘ Yes  ⭘ No |
| **Do you have another champion to enter?** \* Select one option  ⭘ Yes  ⭘ No |
| Champion 2 |
| **First Name** \* |
| **Last Name** \* |
| **Title/Position** \* |
| **Email** \* |
| **Phone** \* |
| **Holds an ICF Credential?** \* Select one option  ⭘ Yes  ⭘ No |
| **Do you have another champion to enter?** \* Select one option  ⭘ Yes  ⭘ No |
| Champion 3 |
| **First Name** \* |
| **Last Name** \* |
| **Title/Position** \* |
| **Email** \* |
| **Phone** \* |
| **Holds an ICF Credential?** \* Select one option  ⭘ Yes  ⭘ No |
| **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 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. * Correct: The director of marketing credited coaching with increasing employee engagement in her department. * Incorrect: Director of marketing Jane Doe credited coaching with increasing employee engagement in her department. |
| **As the nominating coach, please describe why you feel this organization should be recognized with an International Prism Award. (200 words or less)** \* |
| **Please provide a general description of how coaching is being used within the organization. (200 words or less)** \* |
| **Has coaching helped the organization cope with the pandemic in an “out of the ordinary” way?\*** |
| **Page: Detailed Evaluative Criteria - Impact** |
| **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 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. * Correct: The director of marketing credited coaching with increasing employee engagement in her department. * Incorrect: Director of marketing Jane Doe credited coaching with increasing employee engagement in her department. |
| 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 identified before the start of coaching |
| **What methods does your organization use to evaluate the effectiveness of external coach practitioners? (Check all that apply.)** \* Select one or more options  ☐ 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 |
| **What methods does your organization use to evaluate the effectiveness of internal coach practitioners? (Check all that apply.)** \* Select one or more options  ☐ 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 |
| **What methods does your organization use to evaluate the effectiveness of managers/leaders using coaching skills? (Check all that apply.)** \* Select one or more options  ☐ 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 |
| **250 words or less. Please do not use organizations' or individuals' proper names.**  Provide any observable and measurable details that underscore the value, influence or effectiveness of coaching.  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 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 |
| **Detailed response** \* |
| **Page: Detailed Evaluative Criteria - Standards** |
| **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 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. * Correct: The director of marketing credited coaching with increasing employee engagement in her department. * Incorrect: Director of marketing Jane Doe credited coaching with increasing employee engagement in her department. |
| Please review the following definition before responding to the questions below.  **Definition**  **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. |
| **Which of the following best describes the average amount of coach-specific training required to become qualified as an internal coach practitioner?** \* Select one option  ⭘ The organization does not provide or require coach-specific training for managers/leaders using coaching skills.  ⭘ Between 1 and 30 hours  ⭘ Between 31 and 59 hours  ⭘ Between 60 and 124 hours  ⭘ Between 125 and 199 hours  ⭘ 200 hours or more  ⭘ The organization does not use internal coach practitioners. |
| **How is coach-specific training currently offered to internal coach practitioners? (Check all that apply.)**  Select one or more options  ☐ 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  ☐ Other |
| **How is coach-specific training currently offered to internal coach practitioners? (Check all that apply.)**  Select one or more options  ☐ 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  ☐ Other |
| **How is coach-specific training currently offered to internal coach practitioners? (Check all that apply.)**  Select one or more options  ☐ 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  ☐ Other |
| **How is coach-specific training currently offered to internal coach practitioners? (Check all that apply.)**  Select one or more options  ☐ 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  ☐ Other |
| **How is coach-specific training currently offered to internal coach practitioners? (Check all that apply.)**  Select one or more options  ☐ 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  ☐ Other |
| **Which of the following best describes the average amount of coach-specific training completed by managers/leaders using coaching skills?** \* Select one option  ⭘ The organization does not provide coach-specific training for managers/leaders using coaching skills.  ⭘ Between 1 and 30 hours  ⭘ Between 31 and 59 hours  ⭘ Between 60 and 124 hours  ⭘ Between 125 and 199 hours  ⭘ 200 hours or more  ⭘ The organization does not use managers/leaders using coaching skills |
| **How is coach-specific training currently offered to managers/leaders using coaching skills? (Check all that apply.)**  Select one or more options  ☐ 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  ☐ Other |
| **How is coach-specific training currently offered to managers/leaders using coaching skills? (Check all that apply.)**  Select one or more options  ☐ 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  ☐ Other |
| **How is coach-specific training currently offered to managers/leaders using coaching skills? (Check all that apply.)**  Select one or more options  ☐ 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  ☐ Other |
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| **How is coach-specific training currently offered to managers/leaders using coaching skills? (Check all that apply.)**  Select one or more options  ☐ 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  ☐ Other |
| **Which of the following does the organization offer to help support ongoing development for internal coach practitioners? (Check all that apply.)** \* Select one or more options  ☐ 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  ☐ 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 |
| **Which of the following does the organization offer to help support ongoing development for managers/leaders using coaching skills? (Check all that apply.)** \* Select one or more options  ☐ 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  ☐ Membership in a coaching association or organization  ☐ 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 |
| **250 words or less. Please do not use organizations' or individuals' proper names.**  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.  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; in particular, confidentiality has been preserved in coaching conversations * Evidence-based approach adopted through coach training and/or delivery of coaching |
| **Detailed response** \* |
| **Page: Detailed Evaluative Criteria - Strategy** |
| **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 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. * Correct: The director of marketing credited coaching with increasing employee engagement in her department. * Incorrect: Director of marketing Jane Doe credited coaching with increasing employee engagement in her department. |
| **Do all employees in the organization have an equal opportunity to receive coaching from a professional coach practitioner?** \* Select one option  ⭘ Yes  ⭘ No |
| **To whom is access to an external coach practitioner offered? (Check all that apply.)** \* Select one or more options  ☐ 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  ☐ 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 a manager/leader using coaching skills offered? (Check all that apply.)** \* Select one or more options  ☐ Entry-level employees  ☐ Mid-level employees  ☐ Senior-level employees  ☐ High-potentials  ☐ Teams  ☐ The organization does not utilize managers/leaders using coaching skills |
| **Which of the following factors most impacted the organization's decision to offer coaching?** \* Check only three (3).   Select one or more options  ☐ Manage employee performance  ☐ Improve team functioning  ☐ Increase employee engagement  ☐ 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  ☐ Manage employee performance |
| **250 words or less. Please do not use organizations' or individuals' proper names.**  Provide specific examples of how organizational goals, strategic priorities or workplace needs are being addressed through coaching.  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 emerging employee/organizational needs * Coaching has become a fundamental element to the organization's team-building processes |
| **Detailed response** \* |
| **Page: Detailed Evaluative Criteria - Sustainability** |
| **IMPORTANT NOTE:** For the remaining section 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 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. * Correct: The director of marketing credited coaching with increasing employee engagement in her department. * Incorrect: Director of marketing Jane Doe credited coaching with increasing employee engagement in her department. |
| **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 toward coaching  ⭘ Only if coaching provides a solid return may additional funds be requested for coaching  ⭘ It is very difficult 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 fabric of the organization or identify any plans to develop/expand coaching further.  Examples could include, but not be limited to, the following:   * 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 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 |
| **Detailed response** \* |
| **Page: Submit** |
| **If you are not ready to submit at this time:**  Click the "save" button below and return to **www.coachfederation.org/prismsubmit** at a later time to complete your application. **All applications must be submitted by June 23, 2021, at 2 p.m. (EST).** Applications that have not been submitted/incomplete applications will not be reviewed.    **If you are ready to submit now:**  In order to submit your finalized nomination, you **must** click on the “save and finalize” button below. You will **not** be able to edit any information once you have submitted your form.  After submitting your nomination application, you will have the option to print and/or save a copy of the information you submitted for your records. Click on the "See My Submissions" link after submitting your application.  You, or some of the individuals listed in your application, may be contacted for additional/clarifying information about this coaching initiative.  Should you have any questions, please contact Stephanie Norris, ICF Awards Director at [s](mailto:abby.heverin@coachfederation.org)[tephanie.norris@coachingfederation.org](mailto:stephanie.norris@coachingfederation.org?subject=Prism%20Award%20Nomination). |