We began 2021 at the edge of a new frontier. With 25 years’ experience as an industry pioneer and last year’s transformation into the International Coaching Federation, we are now better positioned to pursue our mission of leading the global advancement of coaching. Poised for a new journey upward and onward, we launched into a year of exploration, discovery and record setting.

Our first step was introducing a bold, new visual identity, which empowered us to stand out as One ICF while also showcasing our six family organizations and the many ways someone can flourish within our ecosystem.

We pushed the limits — challenging ourselves and our community in ways we’ve never done before, including innovations to our accreditation model, re-examination of our values, and enhancements to other offerings.

Rising to unprecedented growth, we set new membership and credentialing records. These milestones are not only a reflection of a growing profession, but also proof of individuals’ commitment to the highest standards.

And we reaffirmed the need to capture the science and legitimacy of coaching through dialogue with industry thought leaders, support of expanded research, and demonstration of coaching’s impact on social progress.

As we elevate ICF and the profession, we are dedicated to empowering the world through coaching.
About ICF

VISION STATEMENT
Coaching is an integral part of a thriving society and every ICF Member represents the highest quality of professional coaching.

MISSION
ICF exists to lead the global advancement of the coaching profession and empower the world through coaching.

VALUES
We are committed to reliability, openness, acceptance and congruence and consider all parts of the ICF community mutually accountable to uphold the following values:

1. Professionalism: We commit to a coaching mindset and professional quality that encompasses responsibility, respect, integrity, competence and excellence.
2. Collaboration: We commit to develop social connection and community building.
3. Humanity: We commit to being humane, kind, compassionate and respectful toward others.
4. Equity: We commit to using a coaching mindset to explore and understand the needs of others so we can practice equitable processes at all times that create equality for all.

2021 STRATEGIC GOALS
- ICF promotes and nurtures universally adopted gold standards for coaching.
- ICF convinces all institutions and communities to have a coaching culture and propagate it.
- ICF leverages technology to expand the reach and evolve coaching.
- ICF leverages its ecosystem as competitive advantage.
Fostering the Ripple Effect of LASTING POSITIVE CHANGE

Throughout the year, ICF focused on efforts to promote lasting positive change. While the initial steps directly benefit coaches and other stakeholders, the impact of these actions will ripple out to clients, communities and society at large.

BUILDING A MORE DIVERSE, EQUAL, INCLUSIVE AND JUST WORLD
For coaching to become an integral part of a thriving society, we must value the unique talents, insights and experiences that every coach and client brings to the world. That is why we are committed to creating more Diversity, Equity, Inclusion and Justice (DEIJ) in coaching.

We continued our efforts from 2020 with the formation of the DEIJ Task Force. This task force — comprised of board directors, members and staff from all regions of the world — developed a sustainable DEIJ framework that aligns with ICF values, ideals and Statement of Intention. They also recommended the creation of a new task force to embed DEIJ throughout ICF, as well as a new staff role: Director of DEIJ. By the end of 2021, both recommendations had been fulfilled.

GUIDING OUR WAY FORWARD
The ICF Core Values are not only foundational to our mission and vision, but they are also a reflection of how we live and interact every day. In 2021, we announced a revised expression of these values, created to empower and unite all ICF coaches worldwide.

The updated values are the result of diligent work over the past few years by several groups, including the ICF Code of Ethics Review Team, Values Summit volunteers and the ICF Global Board of Directors.

We also invited reflections from ICF Members. Through a member values survey, we received overwhelming support for each of the proposed values, with more than 75% endorsement. With ICF Members and other stakeholders aligned through these values, we will no doubt lead coaching into a future where we can all flourish.

INVESTING IN THE FUTURE OF COACHING
As the practice of coaching continues to evolve and awareness grows, it is crucial that there are scientific underpinnings to support coaching. To that end, ICF pledged a philanthropic grant to McLean Hospital, a Harvard Medical School affiliate, to support compelling research that enhances the quality, efficacy and impact of the coaching field.

ICF will give $575,000 USD over five years to the hospital’s Institute of Coaching (IOC) for a grantmaking program. The goal of this initiative is to educate those in the coaching field more broadly on the rich scientific literature available and to grow the amount of coaching literature in existence.
### One ICF AT A GLANCE

<table>
<thead>
<tr>
<th>ICF Coaching Education</th>
<th>ICF Coaching in Organizations</th>
<th>ICF Credentials and Standards</th>
<th>ICF Foundation</th>
<th>ICF Professional Coaches</th>
<th>ICF Thought Leadership Institute</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2,666</strong> ICF Accredited Providers</td>
<td><strong>62</strong> Member Organizations* (+100% increase from 2020)</td>
<td><strong>41,849</strong> ICF Credential-holders (+18.9% increase from 2020)</td>
<td><strong>5,604</strong> donations (+28% increase from 2020)</td>
<td><strong>50,746</strong> ICF Professional Coaches Members (+25% increase from 2020)</td>
<td><strong>1,362</strong> contact subscribers* (+100% increase from 2020)</td>
</tr>
<tr>
<td><strong>1,537</strong> New Accreditation Applications (+26% increase from 2020)</td>
<td><strong>842</strong> Member Representatives* (+100% increase from 2020)</td>
<td><strong>14,628</strong> New Credential Applications (+33.4% increase from 2020)</td>
<td><strong>$188,004</strong> received (+17% increase from 2020)</td>
<td><strong>142</strong> ICF Chapters (+2.2% increase from 2020)</td>
<td><strong>49</strong> Wisdom Weavers participated in 2 Convenings* (+100% increase from 2020)</td>
</tr>
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*new offering
ICF CHAPTER RECOGNITION AWARDS
ICF Chapters are the face and voice of ICF and the coaching profession in their local communities. ICF’s Chapter Recognition program celebrates high-performing chapters that advance the mission and vision of ICF locally.

During a virtual ceremony in September 2021, we celebrated all ICF Chapters and recognized the following five high-performing chapters from around the world as the Chapter Recognition Award honorees:

- ICF Germany
- ICF Malaysia
- ICF Mexico
- ICF Singapore
- ICF Washington State

Chapter recognition honorees are selected based on their annual chapter activity reports and evaluated according to ICF’s criteria for high-performing chapters.

ICF INTERNATIONAL PRISM AWARD
Since 2005, the International Prism Award for Organizations program has celebrated businesses and organizations with coaching programs that fulfill rigorous professional standards, address key strategic goals, shape organizational culture, and yield discernible and measurable positive impacts.

Winners
- TD Bank Group – North American Contact Centre (Read case study)
- Tata Consultancy Services (Read case study)

Special Response to COVID Pandemic Honorable Mention
- F. Hoffmann-La Roche Ltd., Roche Italia and the Global Rare Conditions Teams for their notable response during these challenging times.

ICF CIRCLE OF DISTINCTION
ICF Circle of Distinction members are experienced coach practitioners who have made their mark on ICF and the coaching profession. These members are chosen for their impact on and contributions to ICF, the coaching profession and social change; thought leadership; and their mission, vision and core values. This award celebrates the best of the coaching profession and ICF.

2021 Honorees
- Svetlana Chumakova, MCC (Russia)
- Marilyn O’Hearne, MCC (USA)

ICF YOUNG LEADER AWARD
The ICF Young Leader Award celebrates coach practitioners aged 40 and under who are poised to lead ICF and the coaching profession into the future. Honorees embody the core values of ICF and represent a diverse community of emerging thought leaders.

2021 Honorees
- Johana Alvarado, PCC (Costa Rica)
- Ester Landa, MCC (Russia/USA)
- Tomas Pesek, ACC (Slovakia)
- Lenka Zelingrova, PCC (Czech Republic)
COMMUNICATIONS, MARKETING & PR

EMERGING WITH A FORWARD-FOCUSED BRAND
As the largest and most influential organization in the coaching industry, ICF continued to build upon 2020’s transformation into six unique family organizations by emerging with a visual rebrand in 2021 that was focused on the future of coaching.

The updated brand signifies our commitment to continually evolve as a global organization and to serve as a catalyst for change through all stakeholders in the ICF ecosystem. The new logo is an evolution of our previous design, and there is distinctive stylization for each family organization. While highlighting the specialization of each, all parts reflect One ICF and fully represent our support of all aspects of the coaching profession.

Watch the unveiling of the ICF visual rebrand.

EMPOWERING THE WORLD THROUGH COACHING
We also introduced a new tagline to better capture ICF’s essence. The tagline emerged from conversations with our members, boards of directors and other stakeholders across the ICF ecosystem when we were developing the new ICF brand. The common theme from these conversations was one of empowerment:

Coaches empower individuals and organizations to achieve their goals.

ICF empowers coaches and the coaching community to thrive, grow and prosper. Together, ICF is empowering the world through coaching.

ENHANCING THE ICF EXPERIENCE
With an updated brand, came a refreshed marketing strategy. The overall focus was on raising awareness of ICF and all our offerings, as well as enhancing the user experience throughout the ICF ecosystem. Through these campaigns, we were able to support record-breaking event registrations, membership and credentialing acquisition and retention, social media followers and website visitors.

WEBSITE
18,545,207 page views (+57.19%)
Unique page views: 9,744,872 (+24.62%)
432,168 Coaching World page views (+4%)

SOCIAL MEDIA
LinkedIn 186,000 followers (+61%)
LinkedIn 131,034 group members (+13%)
Twitter 27,000 followers (+28%)
Facebook 103,000 followers (+3%)
Instagram 31,000 followers (+7%)

MEDIA RELATIONS
7,9998 media mentions (+14%)
ETHICS

Upholding Coach-Client Protection

Creating trust in the coaching profession starts with ensuring high ethical standards are upheld by coach practitioners. It’s also important for consumers to have a uniform, up-to-date process for reporting any violation of these standards.

ICF offers the Ethical Conduct Review (ECR) process for individuals to bring reports of alleged breaches of the ICF Code of Ethics by ICF Members and ICF Credential-holders. To maintain relevance of the process, a working group from the Independent Review Board updated the Ethical Complaint Form for ICF Professionals. The new form streamlines the ethical complaint process for complainants and includes a pre-complaint survey to ensure the complaint fits the bounds of the ECR process.

EXPANDING PRACTICAL KNOWLEDGE THROUGH NEW COURSE

It’s important that individuals have the knowledge and tools to understand and act ethically as a coach. In 2021, ICF launched a new complimentary ethics course on the ICF Learning Portal that provides a broad overview of the ICF Code of Ethics and proposes self-reflective questions for participants to consider how they might behave in certain real-life scenarios.

The course — which is available in five languages — includes an on-demand video, a reading and a quiz. Upon successful completion of the course, participants receive three Continuing Coach Education (CCE) units in coaching ethics, which fulfills that specific requirement for ICF Credential renewal.

ETHICAL CONDUCT AND COMPLIANCE REPORT

ICF Members and Credential-holders worldwide are unified by their shared commitment to ICF’s high ethical standards. ICF’s Ethical Conduct Review process, Program Complaint process and intellectual property management activities all help promote the integrity of the coaching profession and the ICF brand. The 2021 Ethical Conduct and Compliance Report provides an overview of these activities.
EVENTS & LEARNING
AND DEVELOPMENT

Limitless Learning at ICF Converge 2021

In October, a record-setting number of individuals from the global coaching community gathered virtually to learn, grow, connect, lead and inspire at ICF Converge 2021. More than 2,000 attendees from 80 countries and territories came together for three empowering days of virtual education and networking opportunities. Compared to Converge 2019, that’s a 117% increase in attendance from 33% more locations!

ICF Converge 2021 Offerings at a Glance:
- 6 education content groups that aligned with the purpose of ICF’s family organizations
- 8 keynote sessions, including six content group keynotes, as well as the opening keynote by trust expert Rachel Botsman and the closing keynote by futurist Mike Walsh
- 72 regular sessions
- 6 workshops
- 6 coffee chats led by ICF Communities of Practice leaders
- 34.25 Core Competency CCE units
- 34.5 Resource Development CCE units

"Who would have thought a virtual conference could have been so engaging. A terrific set of presenters that I experienced, who even though they were recorded, still found the way to engage."
—Hilary Oliver, MCC, ICF Converge 2021 Attendee

INTRODUCING THE ICF COACHING SUPERVISION COMMUNITY OF PRACTICE
Coaching supervision is a collaborative learning practice that continually builds the capacity of coaches through reflective dialogue. Recognizing coaching supervision as an important element of a coach’s professional development, we launched the Coaching Supervision Community of Practice (CP). This community explores the importance of reflective practice through interactive webinars, subject matter expert presentations and community discussions. Through this CP, participants can refine their coaching practice to become better coach practitioners — something both coaches and clients benefit from.

ICF COMMUNITIES OF PRACTICE
- 10 Communities of Practice
- 3% increase in session registration and 7.6% increase in attendance over last year
- 43 live webinars
- 17,520 registrations
- 6,141 total attendance
- 28 Core Competency CCE units
- 21.75 Resource Development CCE units

ICF LEARNING PORTAL
- 39,505 enrollments
- 48 sessions delivered
- 53 sessions added
As the COVID-19 pandemic continued to influence our global reality in 2021, what was its effect on the coaching industry? We commissioned a second global snapshot survey to provide an update on the continuing impacts since our first snapshot survey in 2020. The 2021 COVID-19 and the Coaching Industry Study illustrates that the coaching profession continues to rise to the challenges facing it.

The study, conducted by PricewaterhouseCoopers (PwC) and released in May 2021, showed coaches demonstrating resilience, embracing new technologies and fostering a positive outlook for the foreseeable future. In total, 10,445 survey responses were received from coach practitioners in 148 countries and territories across seven world regions.

We were not only focused on what was impacting the coaching industry, but also what the impact of coaching was on consumers of coaching. In September 2021, ICF launched the fourth iteration of the Global Consumer Awareness Study. The 2021 survey, which was also conducted by PwC, is the foundation of the 2022 study. We received more than 30,000 completed surveys from the top 30 countries and territories according to ICF Membership rank (at least 1,000 responses from each country and territory). To date, this study is one of the largest data gathering exercises pertaining to the coaching profession.
ICF Coaching Education unveiled its plan to evolve our global accreditation model to better meet the current leading practices in education and accreditation. We hope this evolution will lift the standards of coaching worldwide and create coaches who are better prepared to handle the demands of our dynamic world. The innovations include:

1. **A New Name: ICF Coach Training is now ICF Coaching Education.** The new name opens us to a future that is inclusive of all learning and educational opportunities for coaches worldwide — a future more inclusive of all coaching teachers, trainers and educators, as well as their students.

2. **An updated accreditation structure with levels tied to ICF Credentialing pathways.** This updated structure is intended to promote better inclusion, more global efficiency and a deeper understanding of the accreditation process.

3. **A new way of accrediting an entire organization — not just a specific curriculum or program.** Accrediting whole organizations is a leading global practice that conveys credibility and congruence across the profession and allows us to better recognize the full impact providers have on a student’s educational experience.

This unprecedented, comprehensive effort is the result of work accomplished by the ICF Coaching Education Board of Directors, Global Accreditation Task Force and multiple international focus groups. Throughout 2022, ICF Coaching Education will partner with current and prospective ICF-accredited providers to implement these innovations and reinvigorate the education that will shape the future coaches of the world!

**COMMITTING TO DEIBJ IN COACHING EDUCATION**

ICF Coaching Education is committed to supporting accredited providers in offering safe learning spaces that are inclusive and fair for all faculty, staff and participants to thrive.

With the assistance of the ICF Coaching Education Special Committee on Social Justice Education and the subsequent ICF Coaching Education Diversity, Equity, Inclusion, Belonging and Justice (DEIJ) Advisory Committee, ICF Coaching Education developed a **resource guide** on diversity and inclusion for coach trainers and educators. This was the largest DEIJ work in ICF’s history to date.
**Total Accredited Providers**

- **Accredited ACTP Providers**: 407 (12% Increase)
- **Accredited ACSTH Providers**: 677 (12% Increase)
- **Accredited CCE Providers**: 1,582 (38% Increase)

**2,666 Total Accredited Providers**

- **90%** Accreditation renewal rate in 2021
ICF Coaching in Organizations advances the application of coaching practices and standards within multisector organizations.

Transforming the Way People WORK

This was the inaugural year for ICF Coaching in Organizations membership! Welcoming our first members in March, membership quickly grew throughout the year to 62 member organizations worldwide with 842 member representatives from those organizations. Members span the globe, sharing and collaborating with peers in companies across a wide range of industries, from government to banking to commerce.

Through this membership, organizations openly connect, learn and share about the successes and challenges of their coaching cultures. The value of this membership ripples back into each member organization’s coaching program and into the lives of its employees, transforming the way they work.

ICF Coaching in Organizations is an entity-level membership. Each member representative has access to the member community and all offerings, including:

• Regular networking events where leaders of coaching programs and coaches connect to exchange ideas, discuss important issues and share best practices.

• Webinars and other professional development opportunities, ranging from presentations by other member organizations to educational programming for external coach practitioners, internal coach practitioners and managers/leaders using coaching skills.

• Industry research specifically tailored to the unique challenges and opportunities related to the practice of coaching from within an organization.

“AdventHealth has experienced great success in creating a culture of coaching and values ICF Coaching in Organizations’ support in designing, implementing and evaluating our ICF-credentialed internal coaching community.”

— Mary Beth Thornton
Associate Program Manager
Leadership Institute at AdventHealth
ICF Credentials and Standards develops and manages ICF’s professional credentialing and standards programs.

Raising the Value of Coaching

CERTIFICATION & CREDENTIALS

An increasing number of organizations are recognizing the power of teams to innovate and drive their business forward. Recognizing the crucial role coaches play in team dynamics, we have been developing a new certification: the ICF Advanced Certification in Team Coaching (ACTC). This certification will allow experienced team coach practitioners to demonstrate their knowledge, skills and abilities in one of the fastest growing and most complex coaching disciplines.

Aligned with global certification best practice, team coach practitioners were involved throughout the development of the ICF ACTC exam as subject matter expert volunteers who:

- Reviewed draft exam questions for technical accuracy.
- Provided feedback on potential cultural bias.
- Rated exam question response options.
- Served as test-takers for the ACTC pilot exam.

Upon its launch in 2022, the ACTC will be yet another way that ICF coaches stand out, exhibiting their deep experience and dedication to the highest standards in the profession.

In addition to the ACTC pilot, we continued work on a few other efforts to enhance the value of the ICF Credential, including:

- A pilot for the new ICF Credentialing Exam, which will be available in 2022. The new exam will ensure every candidate has an equal opportunity to demonstrate their knowledge and skill in coaching.
- The delivery of updated, on-demand PCC Marker training, which provides coach assessors, mentor coaches and others with a comprehensive overview of the updated PCC Markers and how to use them for fair, consistent assessment purposes.
MILESTONE:
41,849 Credentialed Coaches
(18.9% increase)

CELEBRATING COMMITMENT TO EXCELLENCE
In early November, we celebrated a new milestone: 40,000 active ICF Credential HOLDERS worldwide! This new milestone comes just three years after setting a record of 25,000 active Credential-holders, and it follows an increase of 400% over the last decade. This growth further demonstrates global recognition of ICF as the standard-bearer for quality and ethics within the coaching profession.

We are grateful to all ICF Credential-holders — from those just beginning their credentialing journeys to the 34 who earned our very first ICF Credentials in 1998 — and their commitment to excellence in coaching.

14,628 New Credential Applications

ACC Coaches
23,108 (15.8% Increase)

PCC Coaches
17,166 (23.4% Increase)

MCC Coaches
1,575 (16.8% Increase)
The ICF Foundation connects and equips professional coaches and organizations to accelerate and amplify impact on social progress through coaching.

Moving the World FORWARD

How can coaching lead to social impact? Who are the social entrepreneurs and changemakers in our world? The ICF Foundation launched its Coaching for Social Impact projects to explore these questions through measurement and evaluation to demonstrate the social impact of coaching.

Over a 12-month period, ICF-credentialed coaches worked with the leadership of seven social system change organizations whose missions are aligned with the United Nations 2030 Agenda. The defined impact measures and data collection support the Foundation’s goal of proving the impact of coaching on organizational leaders and on their organizations to increase social impact. The resulting data will be available in 2022.

Eleven ICF-credentialed coaches provided 87.4 pro bono coaching hours to eight coaching clients at the following organizations:

- Casa del Buen Trato (Peru)
- Challenging Heights (Ghana)
- Escuela de la Calle (Guatemala)
- Foundation Alalay (Bolivia)
- Friend for Justice (Kenya)
- Many Hopes (Northern Ireland)
- Pothawira (Malawi)

“Thanks to the tenacity and generosity of [our coach] and the ICF Foundation, [coaching’s] been transformative for me as a leader and for Many Hopes as an organization ... Thank you for the profound change in the way I now lead people and the organization, and for the profound impact on the leadership of all six of our local partner leads.”

—Thomas Keown, Many Hopes Founder and CEO
IGNITE INITIATIVE
The Ignite Initiative uses the collective power of ICF Chapters, Members and Credential-holders to accelerate the United Nations 2030 Agenda or the United Nations Sustainable Development Goals (UN SDGs).

- 22 projects completed
- 518 ICF-credentialed coaches
- 1,721 hours of pro bono coaching
- 458+ coaching clients

SPECIAL OLYMPICS PROJECT
The ICF Foundation provides coaching to emerging leaders of the Special Olympics organization based on region, needs and languages.

- 68 pro bono coaching hours
- 11 ICF-credentialed coaches
- 17 coaching clients (emerging leaders) in the Asia Pacific region

SUPPORT FOR THE ICF FOUNDATION
Thank you to our engaged community, particularly the ICF Foundation Society members (individuals who have given $500+ USD to the ICF Foundation)! Their generosity has been instrumental in helping us scale up the number of social impact projects we can offer, such as the Coaching for Social Impact pilots, as well as expand Ignite into underrepresented regions and UN SDGs. For the Global Giving Tuesday campaign alone, we saw a 101% increase in donations.

UN SDGS SUPPORTED BY IGNITE:

- Goal 1: No Poverty (12%)
- Goal 2: Zero Hunger (31%)
- Goal 3: Good Health & Well-Being (14%)
- Goal 4: Quality Education (24%)
- Goal 10: Reduced Inequalities (12%)
- Other SDGs (31%)
- Other SDGs (31%)

Other SDGs (31%)
ICF Members are a part of the world’s largest coaching community, and we are continually working to make our offerings accessible to more individuals in our community. For example, the ICF Core Competencies and Code of Ethics are now available in 32 languages, and all core ICF documents have been translated into Arabic. We also expanded our capabilities to include simultaneous translation at virtual events.

GLOBAL LEADERS FORUM (GLF)
For the second year in a row, GLF was held virtually, making it accessible to more ICF Chapter Leaders than in previous years. GLF 2021 featured nine on-demand sessions and 12 live sessions, which were offered twice to accommodate leaders in varying time zones. More than 300 chapter leaders representing 43 countries gathered for the live sessions to network, share best practices, and develop leadership skills.

INTERNATIONAL COACHING WEEK (ICW)
To ensure coaching becomes an integral part of a thriving society, we are committed to making coaching accessible to more people around the world. For ICW 2021, we launched the ICF Events Platform. Despite the restrictions of the COVID-19 pandemic, we saw more ICW participation worldwide than ever before!

This innovative platform made it easier for ICF Chapters and coaches to host ICW events and for anyone in the world to attend. Events were held in a variety of languages across many time zones. Highlights include:

- 40,000+ individuals from 138 countries joined ICW events.
- 1,297 events were offered in 27 different languages.
- 15% of all participants experienced the transformational power of coaching for the first time!
50,746 ICF Members

2021 saw a **25% increase in new members** compared to 2020.

**EMBRACING RECORD-BREAKING GROWTH**

We reached a **new milestone of 50,000 members** when Carolin Averbeck (Kenya) joined ICF at the end of the year. From 1995 to 2015, we grew to 25,000 members and have doubled that growth within the last six years.

This milestone wasn’t our only record of the year! We set a new record almost every month in welcoming new members, and we broke the annual record with 17,621 new members. We also set a new retention record of 82%.

We are so appreciative of our members and the impact they make every day to help us achieve the ICF vision and mission.

**REGIONAL MEMBERSHIP BREAKDOWN**

- **North America**: 23,764 (+22%)
- **Western Europe**: 12,111 (+20%)
- **Eastern Europe**: 3,567 (+38%)
- **Asia**: 4,887 (+27%)
- **Middle East and Africa**: 2,348 (+22%)
- **Oceania**: 2,091 (+19%)
- **Latin America and the Caribbean**: 1,978 (+7%)

**TOP 10 COUNTRIES BY MEMBERSHIP**

- USA: 19,427
- Canada: 4,324
- United Kingdom: 3,733
- Australia: 1,747
- France: 1,532
- Italy: 1,341
- India: 1,115
- Russia: 957
- Singapore: 893
- Spain: 864
142 ICF Chapters

REGIONAL CHAPTER BREAKDOWN

- North America: 58
- Latin America and the Caribbean: 16
- Western Europe: 17
- Middle East and Africa: 17
- Eastern Europe: 17
- Asia: 16
- Oceania: 1

114 Charter Chapters
28 Non-Chartered Chapters
The ICF Thought Leadership Institute aims to influence positive outcomes for individuals, organizations and communities worldwide in alignment with the United Nations 2030 Agenda for Sustainable Development. To help accomplish this, we hosted two virtual convenings. The intent is to harness collective wisdom to help people solve the complex problems of our world.

At these convenings, transdisciplinary global thinkers — whom we refer to as “Wisdom Weavers” — gathered for facilitated conversation on specific topics. We then created content collections from that dialogue.

During the Future of Work Convening, eight Wisdom Weavers explored the significance of meaning and purpose in work to imagine the best possible future. The collection links emerging trends in work to the power of coaching as a tool for creating pathways. It includes:

- 11 insights articles.
- 5 graphic illustrations.
- 1 YouTube playlist with 35 videos.

The Future of Coaching Convening invoked critical thinking about the practice and process of coaching as a tool for human development. Over the course of three sessions, more than 40 Wisdom Weavers and published coaching scholars examined the state of coaching science and illuminated what’s needed to move the field forward. The collection, which shares major patterns evolving within coaching, includes:

- 24 insights articles.
- 1 open-access journal article.
- 1 YouTube playlist with 12 videos.

These offerings — as well as other resources — can be found on the Global Digital Library. Through the Global Digital Library, we curate a free, open-source collection of knowledge that elevates coaching’s contribution to human development around the world.
FINANCIAL OVERVIEW

The 2021 financial audit will take place in the fall of 2022, and the financial report will be shared with all ICF Members once it is complete.
2021 BOARD OF DIRECTORS

ICF COACHING EDUCATION BOARD OF DIRECTORS
Micki McMillan, MCC Chair
Zoe MacLeod, ACC Vice Chair
Andre Keil, ACC Secretary/Treasurer
Jaya Bhateja, MCC
Peter James, Ph.D., PCC
Pamela Richard, MCC
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Joydeep Bose Secretary/Treasurer (effective April 1)
Ifukhar Nadeem, MCC
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Micki McMillan, MCC ICF Coaching Education Representative
Andrea Wanerstrand, PCC ICF Coaching in Organizations Representative
Magdalena Nowicka Mook Ex Officio

ICF Global Board Chair (Pat Mathews, MCC, in 2021) and CEO Magdalena Nowicka Mook are ex-officio members of all family organization boards (though not listed on each board above). Not all board members completed their terms.
ICF STAFF

EXECUTIVE OFFICE
Magdalena Nowicka Mook
CEO
Todd Hamilton
CAO
LaKisha Brooks
Director of Diversity, Equity, Inclusion and Justice
Jennifer Lloyd
Financial Coordinator
Celeste Moore
Executive Assistant
Sarah Von Nieda
OICP Officer Manager

AWARDS AND VOLUNTEER ENGAGEMENT
Stephanie Norris
Awards Director
Meghan Suslak
Volunteer Engagement Director

ETHICS, POLICY AND COMPLIANCE
Kristin Kelly
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Senior Manager of Learning Operations
Sarah Watts
Technology Manager

MARKETING AND COMMUNICATIONS
Lisa Cunningham
Marketing Communications and Content Manager
Tiffany Hafendorfer
Marketing Coordinator
Justin Hannah
Director of Marketing
Alyssa Landry
Digital Marketing Coordinator
Renata Lerch
Vice President
Jessica Setness
Communications and Email Coordinator
Laura Shrike
Digital Marketing Manager
Vanessa Borely Vega
Social Media and Digital Content Coordinator

MEETINGS AND EVENTS
Denise Stenzel
Director of Meetings and Events

PROJECT MANAGEMENT OFFICE
Lynn Kang
Director, Project Management Office
Teresa Pemberton
Project Coordinator

RESEARCH AND DATA SCIENCE
Gage Ammons
Research Specialist
Joel DiGirolamo
Vice President

SALES AND ADVERTISING
Toby Bishop
Senior Sales Director

STRATEGIC ANALYTICS
Tucker Carr
Business Data Strategist
Yvonne Wisnicky
Assistant Director of Strategic Analytics

ICF COACHING EDUCATION
Luke Davis, CAE, ACC
Vice President
Kate English
Executive Assistant
Elizabeth Harris-Medina
Accreditation Manager
Elissa Johns
Accreditation Manager
Alli Lake, PCC
Community Engagement Manager
Maria Lester
Global CCE Manager
Mariela Tirado Rivera
Accreditation Manager
Rockelle Ward
Director of Global Accreditation

ICF COACHING IN ORGANIZATIONS
Robert Garcia
Vice President

ICF CREDENTIALS AND STANDARDS
Sarah Franklin
Membership and Communications Manager
Jamie Zink
Executive Assistant

ICF PROFESSIONAL COACHES
Aide Aldana
Member Experience Ambassador (Latin America)
Leila Almedia
Executive Assistant

ICF FOUNDATION
COURA BADIANE, MBA, CAE
Vice President
Rebecca Cross
Director of Development and Donor Engagement

Kathleen Lihanda
Program Director for Strategic Initiatives
Nastasha Monroe
Assistant Director of Strategic Development

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Kathleen Lihanda
Program Director for Strategic Initiatives
Nastasha Monroe
Assistant Director of Strategic Development

Rainer Pratl
Strategic Development Director (Europe, Middle East and Africa)
Haitham Shaheen
Senior Development Manager (Asia Pacific and Europe, Middle East and Africa)
April Summerford
Regional Development Manager (North America)
Pac Vachiramanaporn
Regional Development Manager (Southeast Asia)
Steve Weiss, CAE
Vice President
Don Whittle
Director of Member Experience

ICF THOUGHT LEADERSHIP
Catherine Galli
Content Creator
Alicia Hullinger, Ph.D.
Vice President

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