

Sample form, not for offline completion.

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ICF Coaching Impact Awards - Organization (Distinguished or Emerging)

The **Organizations** category celebrates businesses and organizations that have built strong coaching cultures.

A coaching culture measures:

- **impact** (Assessing the effectiveness of coaching initiatives through workforce engagement, testimonials, return on expectations (ROE), return on investment (ROI), and workplace engagement data);
- **standards** (evaluating the adherence to coaching standards such as ICF credentials, code of ethics, coaching skills development, education/training, and mentor coaching/supervision);
- **strategy** (analyzing the clarity of coaching goals and objectives alignment with organizational goals, mapping to current objectives, resource allocation, and coaching evolution over time) and
- **sustainability** (examining the sustainability of coaching efforts through budgetary commitments, coaching champions, positive changes in leadership styles, and integration into talent/organizational development strategies).

The subcategory (Emerging Organization) will be chosen by the Review Panel.

There will be one "Distinguished Organization" winner and one "Emerging Organization" winner.

Start Here

Getting Started with Your Nominations

Welcome to the 2024 ICF Coaching Impact Awards program!

Completed nominations must be submitted by April 26 at 11:59 p.m. (New York).

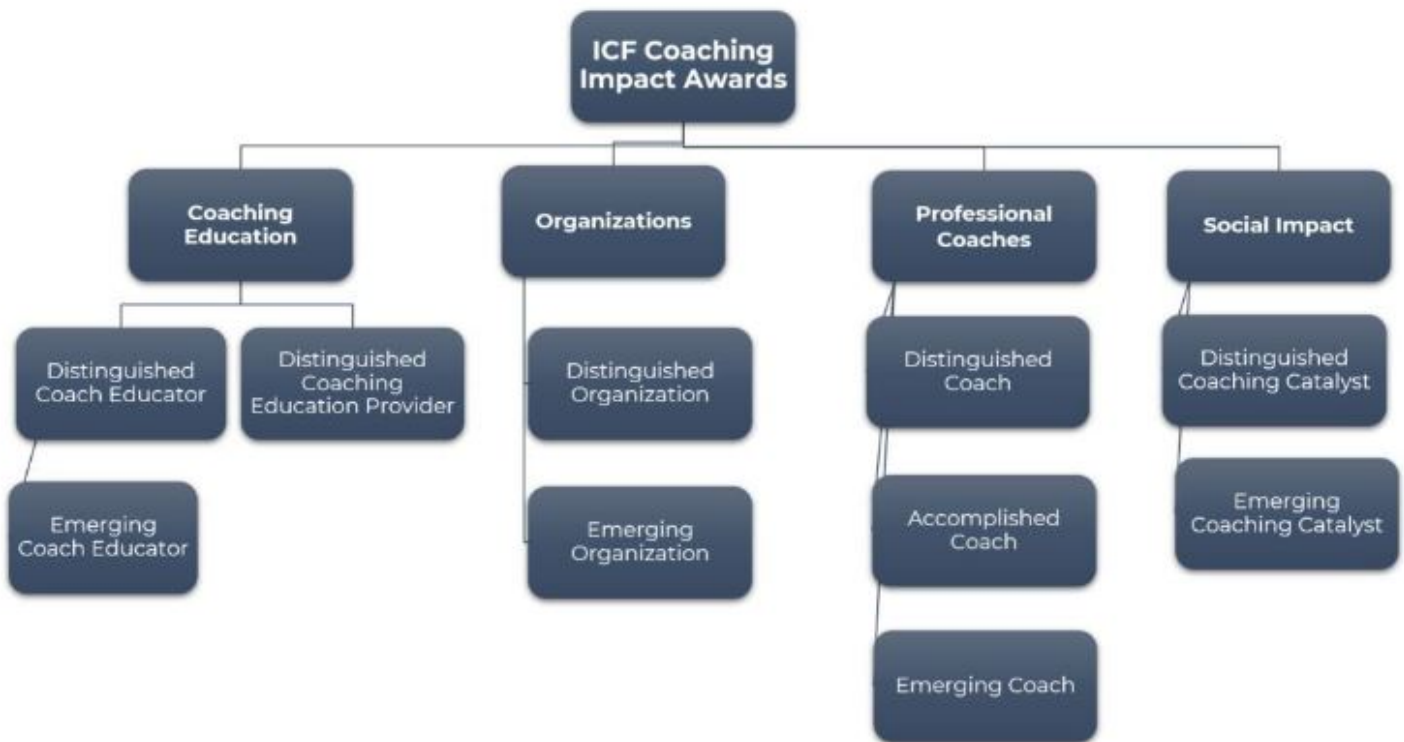
There are four categories that you may choose to submit a nomination for this year:

- ICF Coaching Impact Awards – Coaching Education
- ICF Coaching Impact Awards – Organizations
- ICF Coaching Impact Awards – Professional Coaches
- ICF Coaching Impact Awards - Social Impact

As you enter the nomination process, you will also see subcategories within each of these categories.

The 2024 ICF Coaching Impact Awards will be recognized in October. Winners should save the dates of October 24-27.

We look forward to celebrating the best of the coaching profession!



Nomination title:

Nominating coach full name (first and last):

Nominating coach's ICF credential:

- ACC - Associate Certified Coach
- PCC - Professional Certified Coach
- MCC - Master Certified Coach
- ACTC - Advanced Certification in Team Coaching

The nominating coach must have a valid ICF Credential

Nominating coach email:

Nominating coach mobile phone number (optional)

Which Country/Territory does the nominating coach live in?

Are you nominating an Organization/Business that has a coaching culture within?

- Yes
- No

A coaching culture exists when an organization understands, appreciates and embraces a coaching approach as a key aspect of its leadership and development strategy. Leaders, managers and employees use coaching skills and techniques to inspire and accelerate growth, creating a supportive high-performance environment.

Minimum criteria for consideration.

It is important that the coaching program is well established and has made a significant impact across the organization, benefiting a wide array of individuals. Additionally, feedback from coaching recipients regarding the discernible effects on both their personal growth and the organizational landscape will be requested.

Did the coaching program in the nominated organization or division start before January 1, 2023?

- Yes
- No

We are not able to accept applications from organizations if the nominating coach has only delivered training. They must have been part of the coaching itself. Coaching in the organization or division must have been implemented prior to January 1st, 2023.

At least 20% of the organization's workforce (division or whole organization) receives or has received coaching?

This includes external and internal coaches, team coaching and those that have a manager/leader using coaching skills.

- Yes
- No

In order to move on to the evaluators' round, the organization must have provided coaching to at least 20% of the Organization's (or division) workforce.

This includes external coaches and internal coaches, team coaching and managers/leaders using coaching skills.

The nomination incorporates **one or more** testimonials from employees demonstrating either the impact of coaching individually or across the organization or division.

You will have the opportunity to upload your testimonials with this submission.

Yes

No

Implementation Date of Coaching:

PLEASE MAKE SURE YOU CLICK ON THE "CHECK ELIGIBILITY" button BELOW TO CONTINUE WITH YOUR SUBMISSION

About Nominated Organization

Please provide contact information and other details for the organization you have nominated.

If you are nominating only a division of the organization, you will be requested to attach a letter signed by the CEO or top leadership acknowledging the submission of the division for the **ICF Coaching Impact Awards**.

What is the nominated organization/business' name?

The Review panel will not see this name

What is the nominated organization/business' website?

The Review panel will not see this field either.

Full Mailing address of the Organization/Business

Please provide the full mailing address, including Street, City, State/Province, Zip Code.

Country

Please add country where organization that is nominated is based

Industry

- 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
- ...

For this submission:

- We are nominating the WHOLE organization
- We are nominating a DIVISION of the organization*

Which size category is your organization (or division)?

- Less than 200 employees
- Between 201 and 2,000 employees
- Between 2,001 and 10,000 employees
- Over 10,001 employees

Number of employees

Organization's annual Revenue (in US Dollars)

What is the current status of coaching in the nominated organization?

- The coaching in the organization maintains the current size/scope
- The coaching in the organization is expanding size/scope
- The coaching initiative has concluded/finished

Coaching Snapshot

In this section, we invite you to articulate why your organization deserves to win the award for cultivating an excellent coaching culture. Please share specific examples, initiatives, or success stories that demonstrate the transformative impact of coaching within your organizational context.

Please do not use proper names in describing the organization or its people.

Important Note

Please note that 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 coaching education to internal coaches.
- **Incorrect:** School for Coaching Excellence delivered coaching education to internal coaches.
- **Correct:** The marketing Ddirector credited coaching with increasing employee engagement in her department.
- **Incorrect:** Marketing Director Jane Doe credited coaching with increasing employee engagement in her department.

Please describe why you feel this organization should be a candidate for the **ICF Coaching Impact Awards - Organizations**. (300 words or less)

300
words

Remember: please refrain from identifying the name of the organization you are nominating, as well as specific individuals, or specific education providers. Instead, please provide anonymous references (e.g., the organization, the company, the CEO, etc.).

Please provide a general description of the impact that coaching has had on the workforce and the organization. (300 words or less)

300
words

Organization's Sponsor & Champions

Sponsor:

During the nomination review process, the **ICF Coaching Impact Awards** Review Panel may wish to contact the coaching sponsor (or a suitable designee) for additional/clarifying information on the coaching initiative. Please provide below the contact details for the appropriate coaching sponsor in the organization (e.g., Human Resources, Learning & Development, Talent Management, etc.). The coaching program sponsor and the nominating coach should be two different people.

Primary Supporters or Champions:

Please provide contact details for up to three individuals in the organization who are the primary supporters or "champions" for coaching in the organization.

Typically, coaching champions are high-ranking individuals in 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.

Sponsor's First and Last Name:

Sponsor:

The sponsor for coaching in the organization usually is someone from Human Resource, Learning & Development, Talent Management, etc ...

During the nomination review process, the Review panel may wish to contact the coaching sponsor (or a suitable designee) for additional/clarifying information on the coaching initiative. Please provide their contact details.

The coaching program sponsor and the nominating coach should be two different people.

Sponsor's title/position in the nominated organization:

Sponsor's email:

Sponsor's Phone Number (optional)

Does the Sponsor hold an ICF Credential?

Yes

No

I allow this person to be contacted.

During the nomination review process, the Review panel may wish to contact the coaching sponsor and/or the champions. If you allow this person to be contacted for additional/clarifying information on the coaching initiative, check this box.

CHAMPIONS

You will be asked to provide contact details for up to three individuals in the organization who are the primary supporters or "champions" for coaching in the organization.

Primary Supporters or Champions:

Please provide contact details for up to three individuals in the organization who are the primary supporters or "champions" for coaching in the organization.

Typically, coaching champions are high-ranking individuals in 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.g & Development, Talent Management, etc ...).

Champion 1 First and Last Name:

Primary supporters or "champions" for coaching in the organization.

Champion 1 Title/Position in the nominated organization:

Champion 1 email:

Champion 1 Phone Number (optional)

Does Champion 1 hold an ICF Credential?

Yes

No

I allow this person to be contacted.

During the nomination review process, the Review panel may wish to contact the coaching sponsor and/or the champions for additional/clarifying information on the coaching initiative.

Please check the corresponding box if you allow this person to be contacted or not.

Yes, I allow this person to be contacted

No, I do not allow this person to be contacted

Optional: You will be able to attach a video (with its corresponding transcript) as a testimonial of this Champion

Champion 2 First and Last Name:

Champion 2 Title/Position in the nominated organization:

Champion 2 email:

Champion 2 Phone Number (optional)

Does Champion 2 hold an ICF Credential?

Yes

No

I allow this person to be contacted.

During the nomination review process, the Review panel may wish to contact the coaching sponsor and/or the champions for additional/clarifying information on the coaching initiative.

Please check the corresponding box if you allow this person to be contacted or not.

I allow this person to be contacted

I do not allow this person to be contacted

Optional: You will be able to attach a video (with its corresponding transcript) as a testimonial of this Champion

Champion 3 First and Last Name:

Champion 3 Title/Position in the nominated organization:

Champion 3 email:

Champion 3 Phone Number (optional)

Does Champion 3 hold an ICF Credential?

Yes

No

I allow this person to be contacted.

During the nomination review process, the Review panel may wish to contact the coaching sponsor and/or the champions for additional/clarifying information on the coaching initiative.

Please check the corresponding box if you allow this person to be contacted or not.

Yes, I allow this person to be contacted

I do not allow this person to be contacted

Optional: You will be able to attach a video (with its corresponding transcript) as a testimonial of this "Champion".

Impact in the Organization

In this section, there should be evidence of the impact the coaching program has had in the organization. Our evaluators will assess the impact that coaching has had in the organization. Your nomination should include:

- The percentage of workforce that receives or has received coaching.
- Return on expectations and return on investment data and clearly outline how both of those things are measured.
- Positive testimonials, demonstrating the outstanding impact of coaching both individually and across the organization (separate tab).
- Employee indicators that validate dramatically increased levels of workplace engagement and well-being.

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 education providers. Instead, please provide anonymous references (e.g., the organization, the company, etc.).

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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.

Why was Coaching implemented in the Organization?

250 words

What was the main goal identified, before starting the Coaching Program in the organization?

Please explain all relevant data measured to compare the situation in the organization - before implementation and the actual data. Please state the date when this goal was identified

Which of the following modalities are present in the organization? (Check all that apply.)

- Managers/leaders using coaching skills
- External coach practitioners
- Internal coach practitioners
- Team coach practitioners

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: provides ongoing partnership designed to help clients make changes to 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 in an organization and has specific coaching responsibilities identified as part of their job description.
- Team coach practitioner: Team Coaching is partnering in a co-creative and reflective process with a team on its dynamics and relationships in a way that inspires them to maximize their abilities and potential in order to reach their common purpose and shared goals.

Number of **external coach practitioners** currently in use by the organization

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

	Method (see examples below)	Provide clear data for every option
1	Method 1	
2	Method 2	
3	Method 3	

For example: 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)

Number of **internal coach practitioners** currently in use by the organization

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

	Method (see examples below)	Provide clear data for every option
1	Method 1	
2	Method 2	
3	Method 3	

For example: 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)

Number of employees currently receiving coaching from an ICF external or internal coach practitioner

Number of employees who have received coaching from an ICF external or internal coach practitioner since the coaching implementation date

Number of managers/leaders applying coaching skills as an integral part of their leadership, currently employed by the organization

What methods does your organization use to evaluate the effectiveness of **managers and leaders using coaching skills**?

	Method (see examples below)	Provide clear data for every option
1	Method 1	
2	Method 2	
3	Method 3	

For example: 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)

What is the total percentage of the workforce receiving coaching?

ROE - Provide Return on expectations for employees and for the organization measurements (non-monetary employee/organizational goals that were identified before the coaching initiative was implemented).

Provide clear data for every chosen option

Examples

- quality improvement
- customer satisfaction
- creativity & innovation
- work habits
- internal culture
- retention of key staff members
- collaboration with colleagues
- enhancing leadership skills
- Other

ROE measurements: Return on expectations for employees and for the organization

(non-monetary employee/organizational goals that were identified before the coaching initiative was implemented).

Provide clear data for every chosen option

ROE measurement	"before" data	"after/actual" data
1		
2		
3		

ROI: Return on Investment

Provide Return on investment measurements (financial or business outcomes for the areas impacted in the organization that can be converted to a monetary value)

Provide clear data for every chosen option**

- o absenteeism saving
- o business impact
- o sales growth
- o turn over saving
- o output increase
- o cost reduction
- o time saving
- o Other

**ROI: Provide Return on investment measurements (financial or business outcomes for the areas impacted in the organization that can be converted to a monetary value)

Provide clear data for every chosen option**

ROI measurement	"before" data	"after/actual" data
1		
2		
3		

In 300 words or less provide **observable and measurable** details that highlight the value, influence, and effectiveness of the coaching initiative on the individual and the organization. 300 words

Please remember not to use organizations' or individuals' proper names.

Standards in the Organization

For the **ICF Coaching Impact Awards** program, adherence to ICF standards is vitally important, including to the ICF Code of Ethics and the inclusion of individuals with the ICF credential.

Ideally, the organization uses all external or internal coaches that are current ICF credential-holders.

Internal coaches and managers/leaders using coaching skills have completed ICF accredited coaching education/training.

Individuals offering coaching education to employees have graduated from an approved or accredited coaching education program. Coaches have been offered mentor coaching and/or coaching supervision.

The nomination should illustrate in great detail how the ICF Code of Ethics is applied in the organization. For example, the ICF Code of Ethics has been included in the organization, in coaching agreements with an emphasis on coaching conversations.

The nomination should illustrate in great detail what the organization does to preserve confidentiality.

The nomination should demonstrate an evidence-based approach adopted through coaching education and/or delivery of coaching.

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 education providers. Instead, please provide anonymous references (e.g., the organization, the company, etc.).

Please note that your nomination may be disqualified if you provide identifying information in these sections.

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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.

Describe the ICF **membership and credential** status of external or internal coaches who are involved in this program. 100 words

Describe how has ICF Code of Ethics has been included in the program to ensure client confidentiality 100 words

Which of the following best describes the average amount of coach-specific training required to become qualified as an **internal coach** practitioner?

- Coaches receive at least 31 hours of coach-specific education/training
- Coaches receive at least 60 hours of unaccredited coach-specific education/training
- Coaches receive at least 60 hours of accredited training
- Coaches receive at least 125 hours of accredited training
- The organization does not require coach specific training for internal coach practitioners

How is coach-specific education currently offered to internal coach practitioners? 80 words

Please confirm what **coach-specific education** internal coach practitioners receive and if it is accredited or not. 80 words

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

For managers and leaders using coaching skills, which of the following best describes the average amount of coach-specific education/training they receive:

- Managers & leaders using coaching skills and/or internal coaches receive coach-specific training
- Managers & leaders using coaching skills and/or internal coaches receive at least 30 hours of unaccredited coach-specific education/training
- Managers & leaders using coaching skills and/or internal coaches receive at least 30 hours of ICF accredited coach-specific education/training
- Managers & leaders using coaching skills and/or internal coaches receive at least 60 hours of ICF accredited coach-specific education/training
- The organization does not provide coach-specific Education for managers/leaders using coaching skills

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

80 words

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

80 words

Which of the following does the organization offer to help support ongoing development for **Managers and Leaders using coaching skills**? (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

Which of the following best describes how mentor coaching and/or coaching supervision is part of this Coaching program in the organization?

- Access to Mentor Coaching and/or Coaching Supervision
- Attend at least once a year Mentor Coaching and/or Coaching Supervision
- Attend at least twice a year Mentor Coaching and/or Coaching Supervision
- Attend at least quarterly each year Mentor Coaching and/or Coaching Supervision
- None of the above

Additional comments regarding coach-specific training opportunities and support for the Coaching program in the organization: (150 words) 150 words

Provide examples of how the organization's coaching initiatives highlighted a commitment to rigorous professional standards, industry excellence, or best practices within organizational coaching. 250 words

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

Is Coaching Aligned to the Organization's Strategy?

In this section, the nomination should:

- Illustrate and provide examples of how coaching aligns with the mission, vision, core values or behaviors of the organization.
- Illustrate and provide examples of how coaching is mapped to current organizational goals and objectives.
- Address how coaching is supported by a dedicated allocation of significant human and/or financial resources.
- Demonstrate and provide examples of how coaching has evolved to serve needs in the organization,
- Demonstrate and provide examples of coaching's fundamental role in team-building processes.

IMPORTANT NOTE

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

Yes

No

Give robust arguments advocating your choice :

120 words

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

Entry-level employees

Mid-level employees

Senior-level employees

High-potentials

Teams

The organization does not hire external coaches

Explain how this decision is linked to the organization's strategy

150 words

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

Entry-level employees

Mid-level employees

Senior-level employees

High-potentials

Teams

There are no internal coaches

Explain how this decision is linked to the organization's strategy

150 words

To whom is access to an **managers and leaders using coaching skills** offered? (check all that apply)

Entry-level employees

Mid-level employees

Senior-level employees

High-potentials

Teams

There are no managers/leaders using coaching skills

Explain how this decision is linked to the organization's strategy

150 words

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

(check only 3 - three)

- 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)
- ...

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

For the 3 factors selected above

a. Provide some evidence of specific organizational goals and objectives that coaching is aligned with.

E.g. we targeted to reduce the turnover by 2.5 points in 2022

b. Provide examples of how coaching is mapped clearly to current org goals/objectives.

E.g. 100 % of new staff benefited from an integration coaching program of 3 months and 5 coaching sessions"

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

250

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

words

Detailed response

Is Coaching in This Organization Built to Last?

In this section, please include details about the sustainability of the coaching program. You may consider:

- Is there support of champions in the organization?
- Are senior leaders in the organization receiving coaching themselves and encouraging others to get coaching as well?
- Are they advocating for coaching and clearly communicating the coaching strategy?
- Is coaching a budgetary priority?
- Is coaching integral to the organization's talent development strategy?

.....

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 education providers. Instead, please provide anonymous references (e.g., the organization, the company, etc.).

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Provide **evidence** and **examples** of how:

250 words

1. The Organization's leadership styles changed resulting from the coaching
2. A Coaching approach is integral to the Organization's talent or the Organization's development strategy

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

- Organizational leadership styles have changed positively, resulting from the coaching
- Coaching influences future planning and development in areas (e.g., talent management, succession planning, employee development)
- Coaching has become positioned as a preferred solution when compared to other modalities

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

- 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

Select one option

Which of the following BEST describes coaching in the organization?

- Senior leaders in the organization play an integral role in advocating for coaching and clearly communicating the coaching strategy
- Senior leaders in the organization advocate for coaching and can communicate the coaching strategy
- Organization only has one to two champions among senior leaders to communicate the coaching strategy.
- Champion(s) have relatively low seniority in the organization.

In the corresponding section, you will be able to add testimonial videos **with a transcript**

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

250 words

Detailed response *

Examples could include, but are not 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

See our DEIB statement: <https://coachingfederation.org/diversity-and-inclusion>

Additional Information tab

Additional Information

This specific tab is a space for you to include any additional comments or information you wish to add to your nomination that was not requested in previous sections. This can include special circumstances, collaborative efforts, long-term impact, community involvement, and/or future plans. Keep the focus on how the information strengthens the overall nomination.

Maximum: 300 words.

Testimonial Videos - Org.

We are delighted to incorporate the option of adding video testimonials into your nomination. Since the review of the nominations is 'blind', we respectfully request the submission of transcripts for the videos uploaded in the subsequent tab.

You are encouraged to submit a testimonial video. You may submit **a maximum of five** testimonial videos with your nomination. Including testimonial videos can strengthen the overall nomination and offer a more dynamic perspective for the evaluators to consider.

These videos can provide valuable insights into the organization's results, special achievements, and impact. Each video should be concise and focused, highlighting specific examples that showcase the organization's results and impact. Please ensure that the total duration of all videos adheres to the specified limits.

For the **Coaching Impact Awards - Organizations** category, you need to upload the video transcripts as well.

You may upload your video testimonials in this tab.

Specifications:

- MP4 and MOV are the allowed formats for videos.
- Videos must be in English or must include English subtitles.
- Maximum videos to upload: Five (5).
- Maximum time per video: **Two (2) minutes.**

1. You may upload your video testimonial here (optional)



2. You may upload your video testimonial here (optional)



3. You may upload your video testimonial here (optional)



4. You may upload your video testimonial here (optional)



5. You may upload your video testimonial here (optional)



YouTube or Vimeo video? Include your link here: (optional)

In our continuous effort to enhance our award submission process, we are thrilled to incorporate video testimonials showcasing the impactful role of coaching in your organization. To maintain the confidentiality of the review process, we kindly request you to provide transcripts of the videos uploaded in the previous tab.

Please furnish a written transcript of your video testimonials. This ensures that your compelling words are precisely captured and seamlessly integrated into our submission.

Remember that transcripts must be submitted in English.

Please do not use proper names in describing the organization or its people.

Important Note

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

1. Upload the transcript for the video you submitted. The review panel will not be seeing the videos, unless your (optional) nomination is one of the finalists.

They will only read the transcripts. You need to make sure that there are no names that might identify your nomination.

The review is anonymous until the finalist round.



2. Upload the transcript for the video you submitted. The review panel will not be seeing the videos, unless your (optional) nomination is one of the finalists.
They will only read the transcripts. You need to make sure that there are no names that might identify your nomination.
The review is anonymous until the finalist round.



3. Upload the transcript for the video you submitted. The review panel will not be seeing the videos, unless your (optional) nomination is one of the finalists.
They will only read the transcripts. You need to make sure that there are no names that might identify your nomination.
The review is anonymous until the finalist round.



4. Upload the transcript for the video you submitted. The review panel will not be seeing the videos, unless your (optional) nomination is one of the finalists.
They will only read the transcripts. You need to make sure that there are no names that might identify your nomination.
The review is anonymous until the finalist round.



5. Upload the transcript for the video you submitted. The review panel will not be seeing the videos, unless your (optional) nomination is one of the finalists.
They will only read the transcripts. You need to make sure that there are no names that might identify your nomination.
The review is anonymous until the finalist round.



Attachments 2024

When corresponding to the category submitted, and as part of the nomination process, we recommend that you include:

Coaching Impact Awards - Coaching Education

- Nominee's headshot. In the event that the nomination is successful and the nominee is chosen as the winner, their headshot will be used for public announcements and promotional materials.
- Nominee's up-to-date CV or resume to provide the evaluators with a comprehensive overview of their qualifications and achievements. .
- For the Coaching Education Provider: Organization's logo

Coaching Impact Awards - Organizations

- Nominator's headshot. In the event that the nomination is successful and the entry is chosen as the winner, their headshot will be used for public announcements and promotional materials.
- Organization's logo

Coaching Impact Awards - Professional Coaches

- Nominee's headshot. In the event that the nomination is successful and the nominee is chosen as the winner, their headshot will be used for public announcements and promotional materials.
- Nominee's up-to-date CV or resume to provide the evaluators with a comprehensive overview of their qualifications and achievements. .

Coaching Impact Awards - Social Impact

- Nominee's headshot. In the event that the nomination is successful and the nominee is chosen as the winner, their headshot will be used for public announcements and promotional materials.
- Nominee's up-to-date CV or resume to provide the evaluators with a comprehensive overview of their qualifications and achievements. .
- For the nominated organization: Organization's logo

Please provide us with a high-resolution headshot. In the event that your nomination emerges as the winner, this image will be featured in promotional materials, press releases, and various media outlets to spotlight and celebrate your achievement.



Please name the file with the person's name

Please upload your organization's logo. Please note this logo will be used for award recognition should your organization be selected as an award winner.



If this submission is one of the winners, we would like to have the organization's logo ready for ICF announcements and promotions.

SUBMIT

We appreciate your dedication to recognizing outstanding individuals/organizations through this nomination!!

Before you click on "**Submit entry**", these recommendations might be helpful:

- Review Your Nomination: Before proceeding to submission, take a moment to carefully review all the details in your nomination form. Ensure that the information provided is accurate and complete.
- Click on "Submit entry": To officially submit your nomination, kindly click on the "Submit entry" button at the end of the nomination form. This action signals the completion of your submission and ensures that your nominee is considered.
- Confirmation Message: Once you've clicked on "Submit entry", you should receive a confirmation message indicating that your nomination has been successfully submitted. If you don't see it, check in your Spam folder.
- You may revisit Your Nomination: It's important to note that you can revisit your nomination until the nomination period concludes on April 26. Feel free to make any necessary updates or corrections during this time.

We appreciate your effort in making the **ICF Coaching Impact Awards** a celebration of excellence. If you encounter any issues or have questions regarding the submission process, please do not hesitate to reach out to [Stephanie Norris, ICF Awards Director](#).

Thank you for your participation, and we look forward to celebrating the achievements of extraordinary individuals/organizations with you!!

