



## IMPACT IN ORGANIZATIONS - MEASURING **IMPACT**

	VERY GOOD 4 POINTS	GOOD 3 POINTS	ADEQUATE 2 POINTS	WEAK 1 POINT
<b>WORKFORCE WHO RECEIVES OR HAS RECEIVED COACHING</b>	<b>Distinguished:</b> at least 70%	At least 50%.	At least 30%.	Less than 30%.
	<b>Emerging:</b> at least 50%	At least 40%	At least 20%	Less than 20%
<b>EMPLOYEE TESTIMONIALS</b>	The nomination incorporates five (5) positive testimonials from employees demonstrating the impact of coaching both individually and across the organization or division.	The nomination incorporates at least three (3) positive testimonials from employees demonstrating the impact of coaching both individually and across the organization or division.	The nomination incorporates one or more testimonials from employees demonstrating either the impact of coaching individually or across the organization or division.	The nomination does not include positive testimonials from employees.
<b>ROE (RETURN ON EXPECTATIONS FOR THE ORGANIZATION AND/OR EMPLOYEES)</b>	Nomination provides at least two ROE measurements (that were identified before the coaching initiative was implemented).	Nomination provides at least one ROE measurement (that was identified before the coaching initiative was implemented).	Nomination provides unclear ROE measurements (that were not identified before the coaching initiative was implemented).	The nomination does not reference ROE measurements.
<b>ROI (RETURN ON INVESTMENT)</b>	Nomination provides two or more financial or business outcomes for the areas impacted in the organization that can be converted to a monetary value.	Nomination provides at least one financial or business outcome for the areas impacted in the organization that can be converted to a monetary value.	Nomination provides unclear ROI measurements.	Nomination does not reference ROI measurements.
<b>WORKPLACE ENGAGEMENT AND WELL-BEING DATA</b>	Nomination provides more than three key employee indicators validating the impact of coaching.	Nomination provides at least two key employee indicators validating the impact of coaching	Nomination provides unclear KPIs and data.	Nomination does not reference or give examples of key employee performance indicators or related data.



## IMPACT IN ORGANIZATIONS - MEASURING **STANDARDS**

	VERY GOOD 4 POINTS	GOOD 3 POINTS	ADEQUATE 2 POINTS	WEAK 1 POINT
<b>ICF CREDENTIAL</b>	At least 1 MCC & majority are PCC.	Majority are PCC <b>or</b> a combination of 1 MCC and majority of ACC.	Some are ACC.	Majority are ICF members.
<b>ICF CODE OF ETHICS</b>	The nomination illustrated at least 3 ways the organization/division does to preserve confidentiality.	The nomination illustrated at least 2 ways the organization/division does to preserve confidentiality.	The nomination illustrated at least 1 way the organization/division does to preserve confidentiality.	There's no evidence that the organization/division preserves confidentiality.
<b>USING COACHING SKILLS</b>	Managers/leaders and/or internal coaches using coaching skills receive at least 60 hours of ICF accredited coach-specific training.	Managers/leaders and/or internal coaches using coaching skills receive at least 30 hours of ICF accredited coach-specific training.	Managers/leaders and/or internal coaches using coaching skills receive at least 30 hours of unaccredited coach-specific training.	Managers/leaders and/or internal coaches using coaching skills receive coach-specific training.
<b>COACH-SPECIFIC EDUCATION/TRAINING</b>	Coaches receive at least 125 hours of accredited training.	Coaches receive at least 60 hours of accredited training.	Coaches receive at least 60 hours of unaccredited coach-specific training.	Coaches receive at least 31 hours of coach-specific training.
<b>MENTOR COACHING AND/OR COACHING SUPERVISION</b>	Attend at least quarterly each year Mentor Coaching and/or Coaching Supervision.	Attend at least twice a year Mentor Coaching and/or Coaching Supervision.	Attend at least once a year Mentor Coaching and/or Coaching Supervision.	Access to Mentor Coaching and/or Coaching Supervision.



IMPACT IN ORGANIZATIONS  
MEASURING **STRATEGY**

	VERY GOOD 4 POINTS	GOOD 3 POINTS	ADEQUATE 2 POINTS	WEAK 1 POINT
<b>CLARITY OF GOALS AND OBJECTIVES THAT COACHING IS ALIGNED WITH.</b>	At least 3 examples of evidence are provided for the 3 factors selected.	At least 2 examples of evidence are provided for the 3 factors selected.	At least one example of evidence is provided for the 3 factors selected.	No data is provided for the 3 factors selected (that most impacted the organization's decision to offer coaching).
<b>MAPPING TO CURRENT ORG GOALS/OBJECTIVES</b>	At least 3 examples are provided to demonstrate how coaching is mapped to current org goals/objectives.	At least two examples are provided to demonstrate how coaching is mapped to current org goals/objectives.	At least one example is provided to demonstrate how coaching is mapped to current org goals/objectives.	No examples are provided to demonstrate how coaching is mapped to current org goals/objectives.
<b>HUMAN AND/OR FINANCIAL RESOURCES ALLOCATED</b>	Well detailed explanations are given to explain human and/or financial resources and are linked to the current org goal/objectives.	Clearly explained how human and/or financial resources are linked to the current org goal/objectives.	Human and/or financial resources seem to be under-evaluated compared to the current org goal/objectives.	No information is provided about how coaching is supported by human and/or financial resources.
<b>COACHING EVOLUTION OVERTIME</b>	At least 4 examples are provided to describe how coaching has evolved to serve the needs.	At least 3 examples are provided to describe how coaching has evolved to serve the needs.	At least 2 examples are provided to describe how coaching has evolved to serve the needs.	No example is provided to describe how coaching has evolved to serve the needs.



IMPACT IN ORGANIZATIONS  
MEASURING **SUSTAINABILITY**

	VERY GOOD 4 POINTS	GOOD 3 POINTS	ADEQUATE 2 POINTS	WEAK 1 POINT
<b>ANNUAL BUDGET ACTIVITY</b>	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.	It is very difficult to find to secure funding for coaching inside the organization.
<b>COACHING CHAMPIONS</b>	More than 2 impacting actions have been done to advocate for coaching.	At least one action has been done by a senior leader to advocate for coaching.	Organization only has one to two champions among senior leaders to communicate the coaching strategy.	Champion(s) have relatively low seniority in the organization.
<b>POSITIVE CHANGE IN LEADERSHIP STYLES</b>	Nomination provides at least 2 evidence that leadership style has changed positively from coaching.	Nomination provides at least 1 evidence that leadership style has changed positively from coaching.	Nomination indicates that leadership styles have changed positively from coaching.	Nomination does not reference any positive change in leadership style.
<b>COACHING AS AN INTEGRAL PART OF TALENT/ ORGANIZATIONAL DEVELOPMENT STRATEGIES</b>	Nomination provides at least 2 pieces of evidence that coaching is a component of the talent organizational development strategy.	Nomination provides at least 1 evidence that coaching is a component of the talent organizational development strategy.	Nomination indicates that coaching is leveraged in talent or organizational development function.	Nomination does not indicate any reference or give examples that coaching as part of talent or organizational development strategies.



IMPACT IN ORGANIZATIONS - **DIVERSITY, EQUITY, INCLUSION & BELONGING**

Exceptional 5 points	Very Good 4 points	Adequate 3 points	Fair 2 points	Weak 1 point
<p>Outstanding, sustained efforts to include underrepresented communities globally across ICF, appropriate to that region.</p> <p>Leads impactful programs that enhance diversity intelligence and offer broad development opportunities appropriate to that region.</p> <p>Exceptional commitment to ensuring full accessibility for all stakeholders with disabilities.</p>	<p>Strong initiatives promoting representation, appropriate to that region, though not fully global.</p> <p>Provides strong initiatives to improve diversity intelligence and professional growth, appropriate to that region.</p> <p>Strong efforts to improve accessibility, with policies or actions in place.</p> <p>Develops policies with a positive impact on equity within the community.</p>	<p>Some efforts at regional/national levels to increase representation appropriate to that region.</p> <p>Some development opportunities but limited in scope, appropriate to that region.</p> <p>Some initiatives to address accessibility but limited in scope.</p> <p>Introduces some equity policies, though results are not fully evident.</p>	<p>Limited, local examples of inclusion, appropriate to that region.</p> <p>Minimal efforts to promote diversity intelligence or development.</p> <p>Minimal actions taken to improve accessibility.</p> <p>Minimal examples of equity policies with limited impact.</p>	<p>No clear evidence of promoting global representation appropriate to that region.</p> <p>No evidence of diversity intelligence initiatives or development appropriate to that region.</p> <p>No evidence of efforts to create accessible environments.</p> <p>No clear evidence of contributions to equity policies.</p>