

ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO



The Meeting Point Between Leadership and Coaching

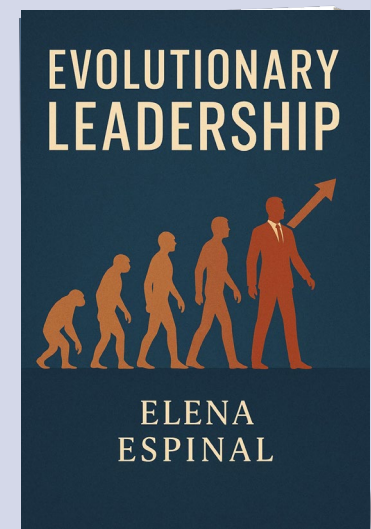
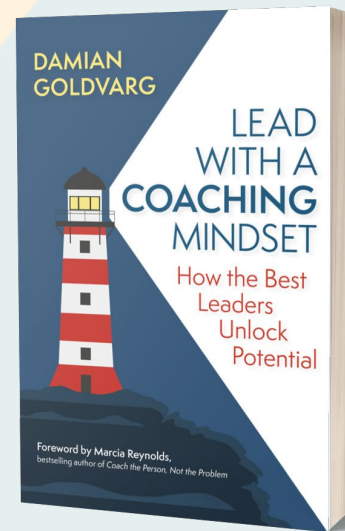
Forging a New Era of Leadership

**Presenters: Dra. Elena Espinal, MCC and
Dr. Damian Goldvarg, MCC**

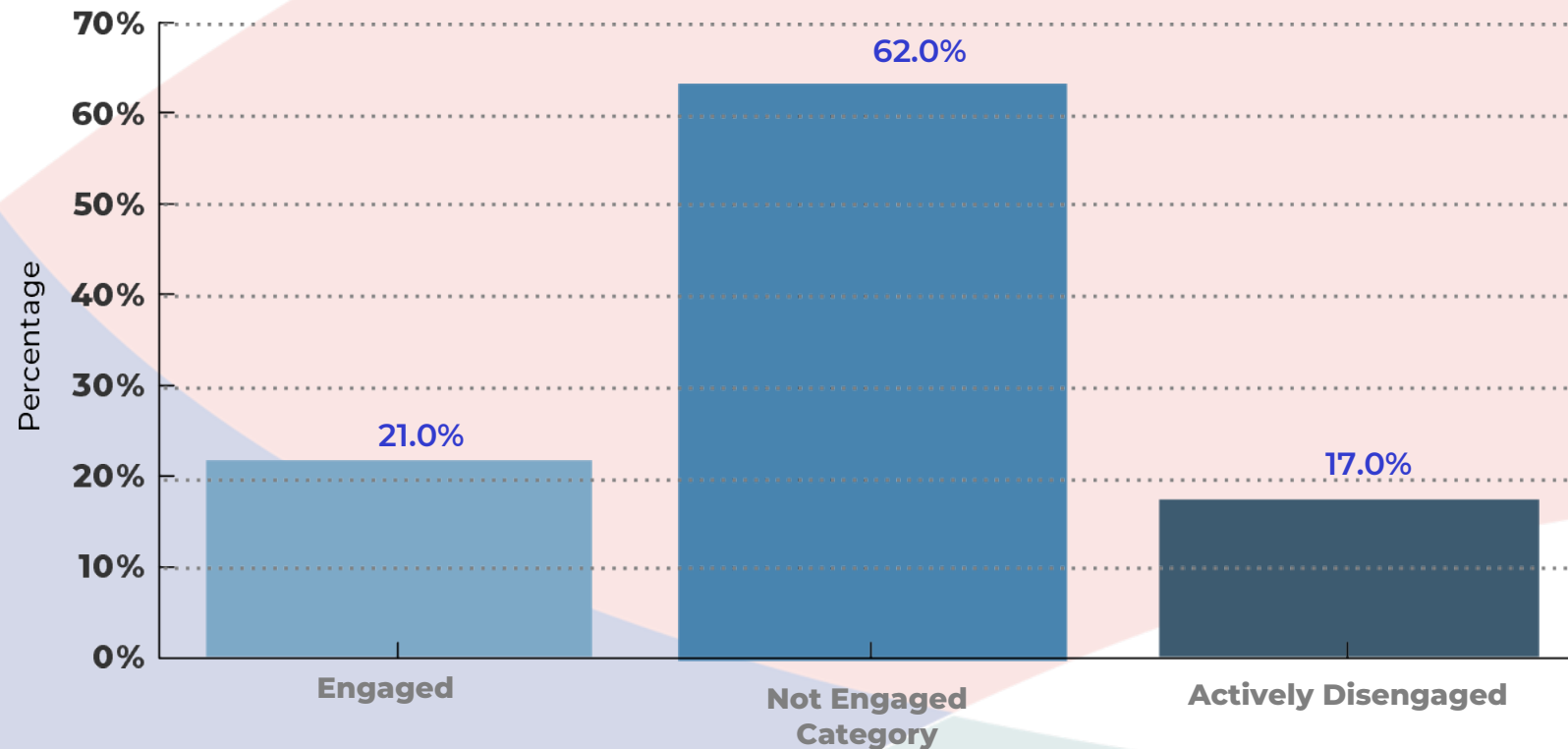


Welcome & Intention

- What leadership and coaching have in common?



GLOBAL EMPLOYED ENGAGEMENT - GALLUP 2025



Gallup data: Disengagement rooted in outdated leadership models.

What is Evolutionary Leadership?

- Evolutionary Leadership is the practice of leading from a higher level of awareness, where the focus moves beyond individual achievement toward the continuous growth of people, organizations, and society.



What is Evolutionary Leadership?

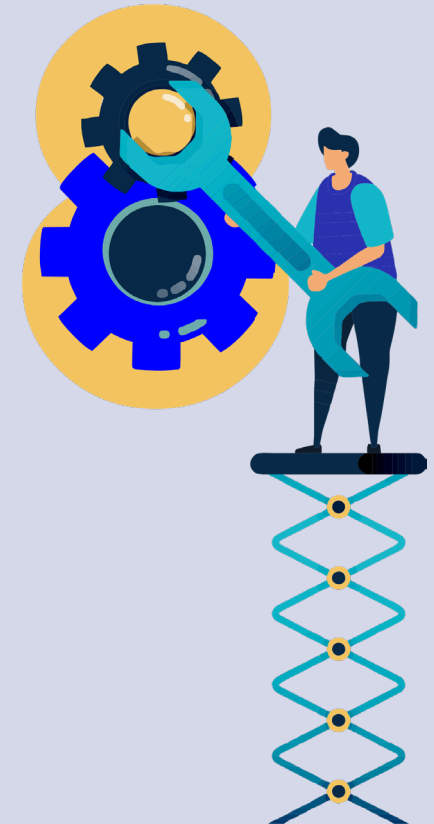
- Systems theory
- Humanistic psychology and adult development models,
- Ontological and existential perspectives,
- Global and cultural diversity

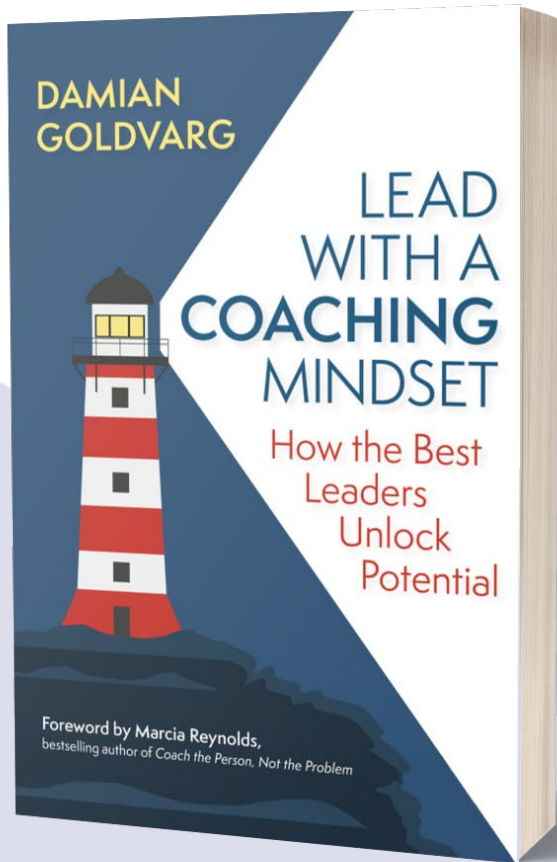


Coaching Competencies as Strategic Leadership

ICF's 8 Core Competencies reframed as evolutionary skills.

Supports self-awareness, relational intelligence, emergent decision-making.





- Ethical Leadership
- Cultivating a Coaching Mindset
- Building Effective Relationships
- Developing Trust
- Coaching Presence
- Active Listening
- Evoking Awareness
- Facilitating Growth
- Team Coaching
- Foresight

Paradigm Shift From Control to Trust

Control → **Trust**

Predictability → **Adaptability**

Expert → **Facilitator**

Supervisor → **Coach**

Shifts in leadership:

- From solving to sensing.
- From direction to co-creation.
- From answers to deeper questions.
- Self-awareness → the foundation of conscious leadership.
- Relational intelligence → the key to building trust and psychological safety.
- Emergent decision-making → the art of moving with uncertainty, not against it.



**Think of a leader you admire.
How the leader relates to
power and presence?**

**Share with the person next to
you for 5 minutes.**



Case study: Los Angeles County Dept. of Public Health.

Evolutionary Leadership in Action



From Bureaucracy to Evolutionary Leadership

The Department of Public Health (DPH) serves over 10 million residents.

Faced with complexity: pandemic response, health disparities, and evolving public needs.

Embraced coaching-based leadership to drive cultural transformation.

What can you learn from the case?

- How might coaching unlock leadership potential in your system?
- What structures could shift to empower your teams?
- Are you leading from trust or from fear?

Conclusions

- Coaching = new paradigm
- Competencies = evolutionary capacity
- Humanity = the real edge

**What is the most important take
away from this session?**



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