

ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO



Tools to Elevate Coaching in Organizations

Introducing the Coaching Culture Compass & LUCS

Facilitators

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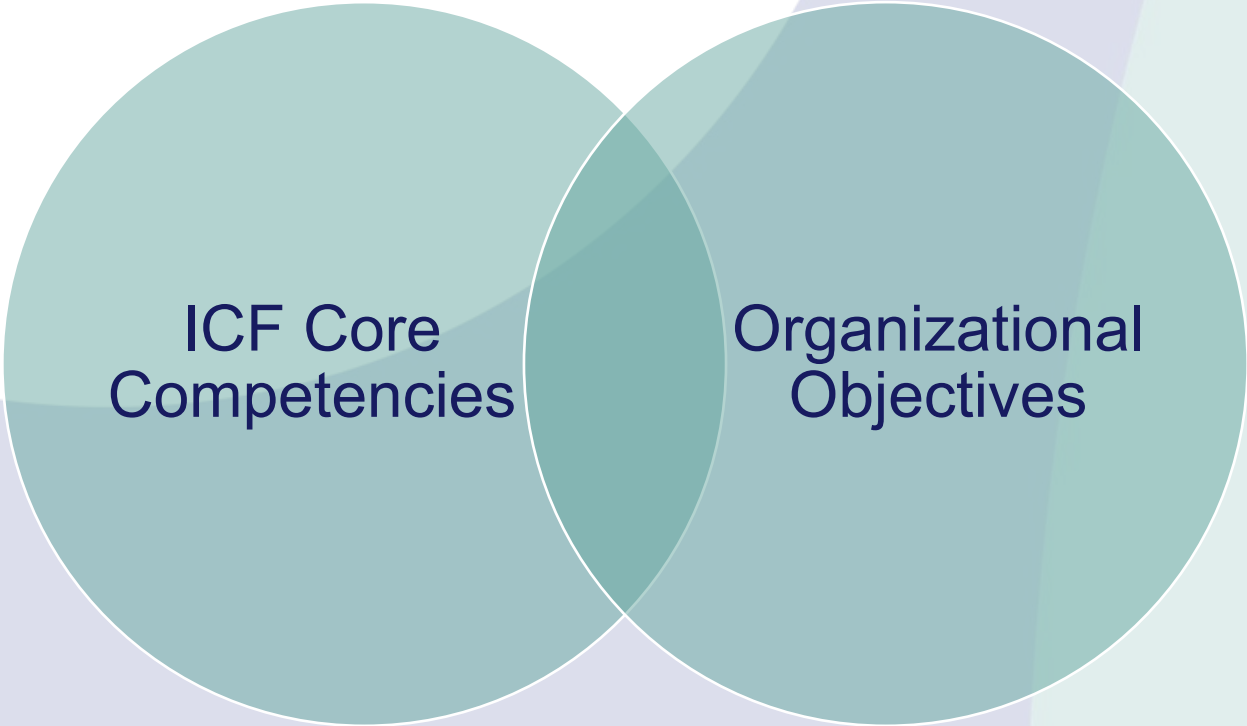
- Executive Coach, Authentic Excellence LLC

Activity

- How do you define culture?
- How do you measure culture in your organization?
What data do you use?
- What do you find challenging about assessing your culture?

ICF Coaching Culture Compass

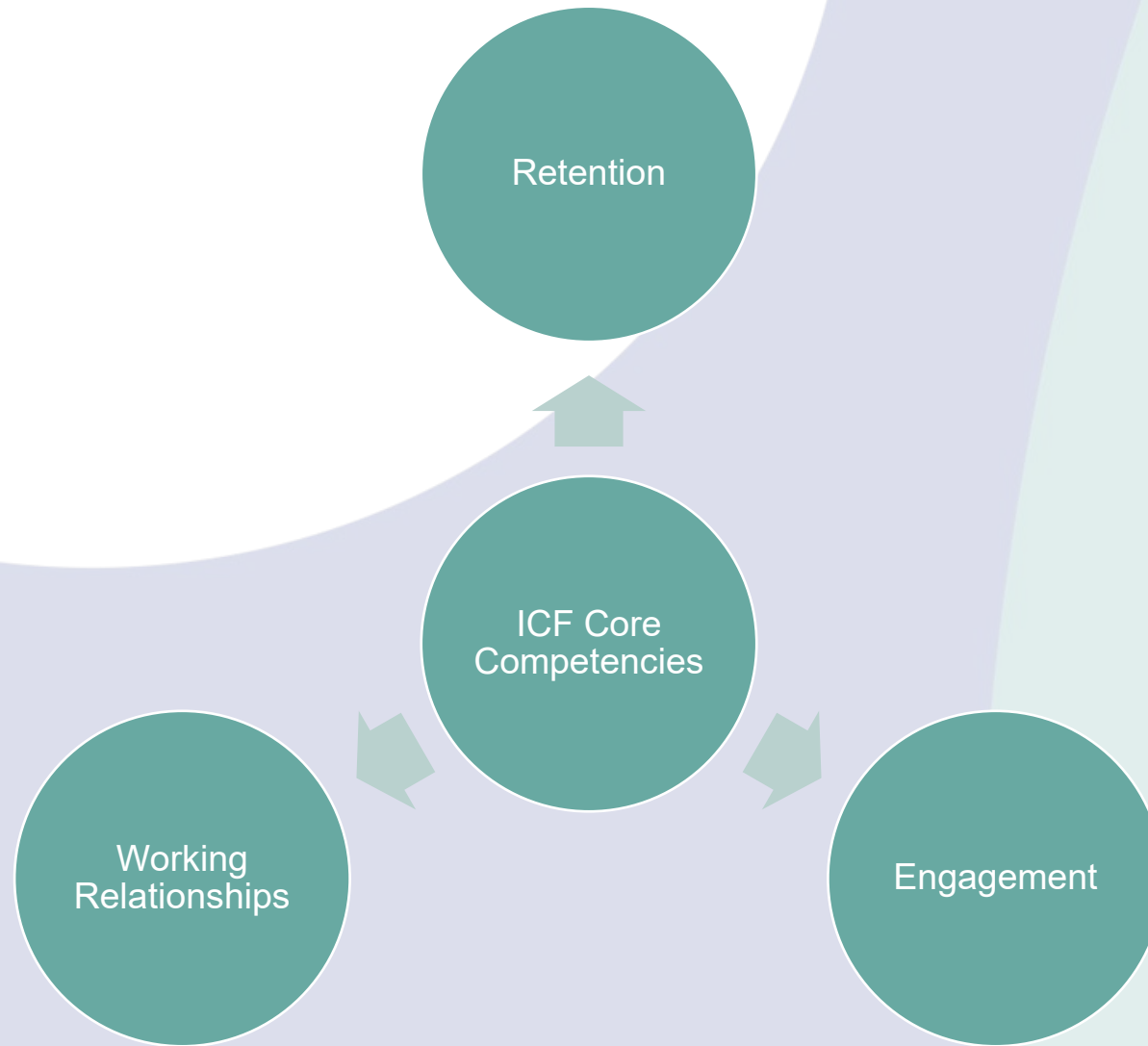
A tool for organizations to measure the promotion and use of coaching behaviors in the day-to-day workplace.



ICF Core
Competencies

The diagram consists of two overlapping circles. The left circle is labeled 'ICF Core Competencies' and the right circle is labeled 'Organizational Objectives'. The overlapping area is shaded in a darker teal color. The background features large, abstract, curved shapes in light purple and light teal.

Organizational
Objectives



Organization Promotes

1. How often does your organization encourage being aware and present?
2. How often does your organization encourage being focused and observant?
3. How often does your organization promote a safe and supportive environment?
4. How often does your organization promote maintaining confidentiality in relationships?
5. How often does your organization encourage respect for the identity, experiences, values, and beliefs of others?
6. How often does your organization promote acceptance of diversity and inclusion?
7. How often does your organization encourage relating to and supporting others?
8. How often does your organization encourage openness, curiosity, and flexibility?
9. How often does your organization promote asking questions to help explore beyond current thinking?
10. How often does your organization promote clarity and mutual understanding?
11. How often does your organization promote collaboration?

Coworker Behaviors

1. How often are your coworkers aware and present?
2. How often are your coworkers focused and observant?
3. How often do your coworkers build a safe and supportive environment?
4. How often do your coworkers maintain confidentiality in relationships?
5. How often do your coworkers respect the identity, experiences, values, and beliefs of others?
6. How often do your coworkers accept others from different cultures?
7. How often do your coworkers make efforts to relate to and support others?
8. How often are your coworkers open, curious, and flexible?
9. How often do your coworkers ask questions to explore beyond current thinking?
10. How often do your coworkers ensure clarity and mutual understanding?
11. How often do your coworkers collaborate?

Organizational Promotion

1. How often does your organization encourage XYZ behavior?

2.5



Coworker Practice

1. How often do your coworkers demonstrate XYZ behavior?

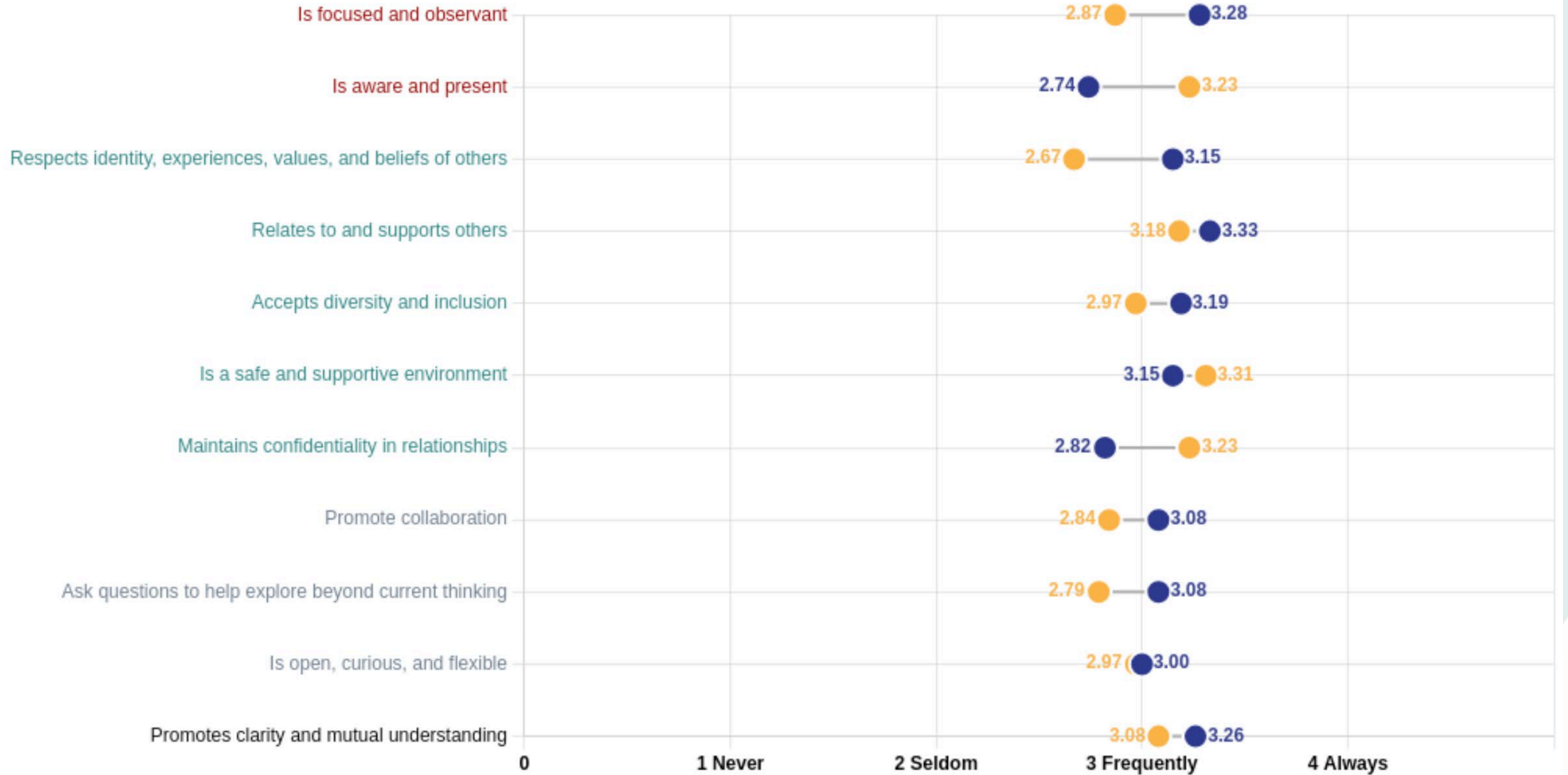
3.5



Midpoint (avg.) 3.0
Alignment (diff.) 1.0

*Responses scored on 4-point Likert Scale:
Never (1), Seldom (2), Frequently (3), Always (4)

■ COWORKER PRACTICE
 ■ ORGANIZATIONAL PROMOTION



Activity

- Complete the assessment
 - How would you respond?
 - How would the rest of the organization respond?
- Discuss
 - What stands out to you?
 - What insights is the organization likely to have?

Context Matters

- Data points do not stand alone
- Choose your plan based on your influence

Activity

- Which theme feels most important for your organization?
- How might you positively impact this area?
- What challenges might you encounter?
- Discuss at your table for 10 minutes

Leaders Using Coaching Skills (LUCS)

Comprehensive coaching program built around the International Coaching Federation (ICF) Code of Ethics, Core Competencies, Body of Knowledge (BoK), and research that empowers leaders to effectively use coaching techniques to enhance team and employee performance, foster a coaching culture of continuous improvement, and drive organizational success.

Key Principles of Program Design

- Training leaders to use coaching skills, not developing professional coaches
- Using coaching in day-to-day interactions, not a coaching relationship
- Leaders are busy and need something simple and easy to apply
- Highlighting most important elements/skills of core competencies for leaders to leverage
- Total program duration to be 8-10 hours

Coaching Conversation Model



Program Structure

- Blended format
- 5 self-paced modules (15 minutes each)
 - Module 1: What is Coaching
 - Module 2: Coaching Mindset
 - Module 4: Knowledge Check
 - Module 5: Coaching Skill & Step Overview
 - Module 7: Knowledge Check
- 2 virtual instructor led sessions (4 hours each)
 - Module 3: Discovering Intent & Possibility
 - Module 6: Building Action & Accountability

Activity

- If you were to invest in training around coaching skills for leaders, where would you plug it in?
- How would you make the business case for this investment?
- Discuss at your tables for 8 minutes

Action Item (Takeaway)

- Identify one person you can connect with to offer support in leveraging these concepts.
- Share with someone at your table.

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