

ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO



Veterans in Coaching:

**Spotlight Talk with Dr. Larry D. Parker, Jr. , Founder and CEO
Parker Business Ventures / P42 Consulting LLC**

Overview

- Welcome!
- About Dr. Parker
- Objectives
- 60-Minute Agenda

About Dr. Parker

- Dr. Larry D. Parker, Jr.
- Founder, Parker Business Ventures & P42 Consulting LLC
- Family man, Veteran, Life Coach, and Educator
- Advocate for Veteran Reintegration and Post-Military Purpose



Who's in the Room

Objectives

By the end of this session, you will be able to:

- Identify veterans' needs and strengths of veteran clients
- Apply culturally responsive coaching strategies
- Understand the impact of coaching on post-military transitions

60-Minute Agenda

- **The Veteran Journey**
- **Veteran Strengths**
- **Challenges in Transition**
- **Identify Shift After Service**
- **Coaching for Veterans**
- **Understanding Veteran Culture**
- **Culturally Responsive Coaching**
- **Coaching Tools**
- **Scenario**
- **Allyship in Action**
- **Veteran Coaches**
- **Resources**
- **Q&A**
- **Key Take Aways**

The Veteran Journey

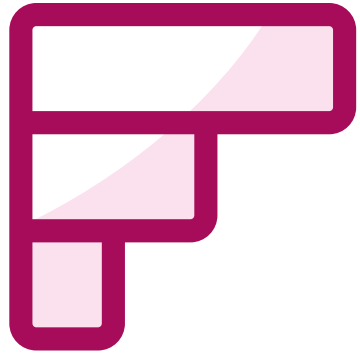
- Enlistment → Service → Transition → Reintegration
- Evolving Identity
- Common challenges: role confusion, loss of community, redefining purpose



Which stage of the veteran journey do you find most challenging to coach through?

Veteran Strengths

- Leadership & discipline
- Resilience
- Strategic thinking
- Teamwork and mission-focus



**Rank the top transition challenges
your clients face?**

Challenges In Transition

- Loss of identity and rank
- Mental health: PTSD, depression, or anxiety
- Navigating civilian systems
- Underemployment & career mismatch

Identity Shift After Service

- "Who am I now?"
- Seeking purpose beyond the uniform
- Need for safe spaces to explore new identities

Coaching for Veterans

- Bridge to new purpose
- Accountability and empowerment
- Tools for goal-setting, values alignment, and mindset

Understanding Veteran Culture

- Language, customs, camaraderie
- Mission-oriented mindset
- Sensitivity to authority and structure

Culturally Responsive Coaching

- Use clear structure and purpose
- Avoid over-pathologizing behavior
- Honor lived experience
- Learn military terminology respectfully

Coaching Tools for Veteran Clients

- StrengthsFinder
- Values clarification exercises
- SMART goals with accountability
- Journaling and reflection

Scenario:

- Client: Former Army Officer, transitioning to education sector
- Challenges: Career uncertainty, emotional burnout, isolation
- Coaching: Purpose alignment, identity reframe, career planning

Allyship in Action

- Ongoing education on veteran issues
- Inclusive marketing and service design
- Collaboration with veteran organization & networks

Veterans Coaches: Unique and Powerful

- **Lived Experience:**
Navigated military and civilian transitions, offering deep empathy and understanding.
- **Resilience & Adaptability:**
Developed discipline and perseverance through real-world challenges.
- **Mission-Focused Leadership:**
Skilled at setting clear goals, motivating teams, and maintaining purpose.
- **Cultural Competence:**
Firsthand knowledge of military culture builds trust and rapport with veteran clients.
- **Role Models for Reinvention:**
Embody successful reintegration and personal growth, inspiring others.

Resources

- **Veteran Resources**
- **International Military Veterans Member Resource Group**
- ***Manage The Circle*™ (MTC): Balance Your Circle. Power Your Life**

Scan to Take the Free Veteran S.P.O.K.E.™ Mini-Assessment
Discover your life balance score and get a free PDF wheel report instantly.



- **Balance the Circle: A Veteran's Guide to Reclaiming Purpose and Momentum"**
by Dr. Larry D. Parker, Jr.



Drop your email to receive: today's slides, the Veteran S.P.O.K.E.™ Mini-Assessment, and updates on MTC™ tools

Key Takeaways

- Veterans are a powerful client group with unique needs
- Cultural competence builds trust
- Coaching is a life-giving resource post-service

Q&A

Open Discussion & Questions



International
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coachingfederation.org