

****EXTENDED to AUGUST 15, 2016!****

2016 PRISM AWARD ICF-NT Nomination Application

**Please submit completed nomination applications for the 2016 PRISM Award by
Mon, Aug 15, 2016 to Catherine Oleksiw at coleksiw@gmail.com**

The annual PRISM Award recognizes a business/organization for its commitment to coaching. The North Texas Chapter of the International Coach Federation (ICF) will present the Prism Award at the Awards Event on October 6, 2016.

ELIGIBILITY

- The business/organization must be nominated by a Coach who is an active member in good standing with the ICF North Texas Chapter, holds an up-to-date ICF Credential and has participated in the coaching initiative.
- The business/organization must be located in the North Texas region.
- A considerable portion of the coaching initiative must have taken place in 2015, although the coaching may have begun earlier and may have continued into 2016.
- A *client representative* of the business/organization must be available to discuss the coaching initiative on a phone interview conducted by the ICF-NT Prism Nominations/Selection Committee.
- Businesses/organizations who have been awarded the Prism Award are not eligible for nomination two years in a row. For a business/organization with more than one location who is nominated in successive years, the nomination must specify, to the satisfaction of the judges, how the coaching initiative is separate and distinct from the nomination of the previous year. Finalists from past years may be nominated again without a waiting period.
- Coaches may nominate more than one business/organization.

PRISM AWARD SELECTION CRITERIA

Key criteria considered in choosing the PRISM Award winner are listed. Please identify and highlight these criteria, where appropriate, in your response.

- **Effectiveness:** How has your Coaching initiative been effective in achieving your intended goals and purpose?
- **Impact:** How has Coaching improved the culture of your organization? What have you observed that has demonstrated organizational benefits?
- **Strategic Significance:** How has the Coaching initiative addressed significant issues such as leadership development within or for the organization?
- **ROI/ROE:** What are the tangible results or the proven return on investment or return on expectations for your organization as a result of the Coaching initiative?
- **Ownership/Stewardship:** Is there a senior sponsor in your organization who actively champions Coaching within the business/organization?
- **Sustainability:** Does your coaching program have lasting impact on the development of people and is it connected to other talent programs in your organization?

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1. Nominating Coach Information

Please provide contact details for one nominating coach who participated in the organization's coaching initiative:

- Coach name:
- ICF Credential level (e.g. ACC, PCC, MCC):
- Coach business/company name:
- Coach email:
- Coach phone:

A prerequisite for Award eligibility is that the organization must have started implementation of the coaching initiative at least 12 months prior to this nomination submission. (Note that ICF Global requires 18 months prior to their submission date. If you plan on submitting a nomination for the Global Award, you will need to adhere to their criterion.)

2. Organizational Nominee Information

Please provide information about the specific organization where the coaching initiative was implemented:

- Organization name:
- Organization address:
- Organization status (e.g. for-profit, non-profit, government):
- Industry sector (e.g. pharmaceutical, telecommunications, manufacturing, etc.):
- Number of employees:
- Annual revenue (USD):
- Implementation date of coaching initiative:
- Current status of coaching initiative (*Expanding size/scope; Maintaining size/scope; or Coaching initiative has concluded*):
- Number of external coaches used by the organization:
- Number of internal coaches used by the organization:
- Number of managers using coaching skills:
- Number of employees receiving coaching from an external or internal coach practitioner:

- 3. Organizational Coaching Sponsor Information** *Note: During the Prism nomination review process, the Prism Nominating Committee will contact the coaching sponsor (or a suitable designee) for an interview in August to provide additional/clarifying information about the coaching initiative.*

Please provide contact details for the most appropriate coaching sponsor (e.g. Human Resource, Learning & Development, Talent Management, etc.) within the organization:

- Sponsor name:
- Title/Position:
- Email:
- Phone:

Please provide contact details for up to three individuals within the organization who are considered to be the primary supporters or 'champions' for the coaching initiative:

Name, Title/Position, Email, Phone, and ICF Credential level (if applicable)

- 1. Champion #1:**
- 2. Champion #2:**
- 3. Champion #3:**

**** *NOTE: For the remaining sections of this Application, please refrain from identifying the proper name of the Organizational Nominee. Rather, please provide anonymous references (e.g. "the organization," "the company," "coaching initiative," etc.)*****

4. Snapshot of Coaching Initiative

As the Nominating Coach, please describe why you feel that this organization should be recognized for an ICF North Texas Prism Award. (250 words or less):

Please provide a general description of how coaching is being used within the organization. (250 words or less):

Factors impacting the organization's decision to offer coaching (check up to 3):

- ☐ Improve communication skills
- ☐ Improve decision-making
- ☐ Improve teamwork
- ☐ Increase employee engagement
- ☐ Increase productivity
- ☐ Leadership development strategy
- ☐ Other:

Methods used to evaluate effectiveness of coaching (check all that apply):

- ☐ Absenteeism rates
- ☐ Coaching recipients' satisfaction
- ☐ Employment engagement scores
- ☐ Feedback from coaches
- ☐ Performance appraisals
- ☐ Other:

5. Demonstration of Coaching Standards:

Provide examples of how the coaching initiative was developed in a way that would highlight a commitment to rigorous professional standards, industry excellence or best practices within organizational coaching. Examples could include, but not be limited to, the following (500 words or less):

- *Organization uses external or internal coaches who hold an ICF Credential*
- *Internal coaches and managers/leaders using coaching skills have participated in accredited coach-specific training*
- *Individuals offering coach-specific 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 identified as a resource in coaching agreement with the organization; in particular, confidentiality has been preserved in coaching conversations*
- *Evidence-based approach adopted through coach training and/or delivery of coaching*

6. Demonstration of Coaching Strategy:

Provide specific examples of how organizational goals, strategic priorities or workplace needs are being addressed through the coaching initiative. Examples could include, but not be limited to, the following (500 words or less):

- *Coaching initiative aligns with organizational mission, vision, core values, or behaviors*
- *Coaching initiative can be mapped clearly to the current organizational goals/objectives*
- *Coaching initiative supported by dedicated allocation of human and/or financial resources*
- *Coaching initiative has proven to be adaptable/has evolved to serve fast -emerging employee/organizational needs*
- *Coaching has become a fundamental element to the organizational team-building processes*

7. Additional Organizational / Participating Coaches

Aside from the Nominating Coach, please provide the following information for up to ten coaches who worked on this coaching initiative:

Name, Internal or External Coach, ICF Credential or Other Coaching Credential, Organization, and ICF Member (Yes/No)

Example: Alison Carter, Internal, PCC, Carter Coaching, Yes

Should you have any questions, please contact:

- Catherine Oleksiw, Lead, Nominating/Selection Committee coleksiw@gmail.com
- Pam Van Dyke, Chair, 2016 ICF-NT Prism, drpam@teamandgroupcoach.com
- Valerie Sokolosky, member, Nominating/Selection Committee Valerie@valerieandcompany.com
- Neil Phillips, member, Nominating/Selection Committee neil@teamconnections.org

DEADLINE FOR NOMINATIONS: Monday, Aug 15, 2016

Thank you for your commitment to coaching. We look forward to receiving your nomination!