

January 2016 North Texas Coaches Newsletter

Table Talk at the ICF-NT January 8 Meeting

Before each monthly meeting, you are invited to a special networking/conversation table. The table topic for January 8 is **Ask a Question**. After checking in, visit the table marked TABLE TALKS and fill out an index card with a question for our chapter president, VP of Programs, Treasurer, VP of Membership, or any Board member. The opportunity to write down your question(s) begins at 11:15 AM and wraps up as the meeting starts. TABLE TALKS is an added value of being a member of ICF North Texas.

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January 8 Luncheon

Register at www.icf-nt.com
or click on Registration Button

**[Register for the
January 8 Luncheon](#)**

**Pay for this event online
when registering**

Meeting Details

Time: 11:15 AM to 1:15 PM

Location: Hackberry Creek
Country Club

Address: 1901 W. Royal Lane,
Irving, TX

Phone: 972.869.2631

Web: www.hackberrycreekcc.com

January 8 ICF North Texas Coaches Luncheon

January 8 ICF North Texas Luncheon Program

Transform Your Coaching Effectiveness

By Gary De Rodriguez

Our January 8 luncheon features Gary De Rodriguez, an internationally acclaimed expert in the science of human excellence, and known as "the people mechanic." Gary has over 30 years in designing and integrating the most effective models of coaching-based systems of success in leadership, human behavior, communication, and team dynamics.



Gary is the CEO of Peopleistic LLC USA, a Research Fellow of the Institute of Mind and Behavioral Sciences, and Executive Director of Leadership Development for the national nonprofit Wisdom for Warrior. He is a published author on the topic of Humanistic Business and is considered an international expert on the subject of team engagement.

He has coached over 11,500 people worldwide and is internationally recognized as the go to person for personal and professional breakthroughs. Recognized for his cutting edge leadership trainings and the ability to infuse value and motivation in teams, Gary focuses on the human aspects of organizational development. He emphasizes the importance of leadership, thinking and problem solving strategies, time management, entrepreneurial development, people intelligence, communication, and investment in human equity.

Program Description:

This presentation is an *introduction* to a system that transforms your coaching effectiveness with clients in a single session. Gary has developed NLP, HNLP and other quick change techniques into a system that creates profound shifts in clients after just one session. He has trained these systems on four different continents to countless professionals to increase their effectiveness with clients.

Continued on Page 2 . . .

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January 8 ICF-NT Luncheon (Continued)

Continued from Page 1 . . .

Program Outcomes:

- The Get Results Fast system addresses the biology of emotions and the science of how we create our subjective experience and emotional world, therefore our behaviors and character.
- Knowing how something works is the first step in developing systems to make adjustments and improvements.
- As coaches we must understand the science of how human beings create their subjective reality so we can open the owner's manual for the human experience and lead our clients to infinite choice and their power within.

Note: Be sure to sign up for the not-to-be-missed three hour workshop following the luncheon program to dive deep into learning transformational processes for your coaching. This will be a highly interactive workshop.

ICF CCEUs for this program: 1 Core Competency

Core Competencies Covered in this Program:

- Establishing trust and intimacy
- Coaching presence
- Active listening (words, body language, tonality, and energy)
- Powerful questioning
- Direct communication

January 8 ICF North Texas Workshop

January 8 ICF North Texas Workshop

Fast Client Interventions with Lifelong Results

By Gary De Rodriquez

Note: This is a Three Hour Workshop

1:30 to 4:30 PM

Workshop Price: \$69.00

The Get Results 3-hour intensive will train processes that can transform your client's life in one session. These processes were developed from trial and error in the trenches with every imaginable client circumstance during a 30-year career in coaching over 11,500 clients worldwide. As Gary worked with the NLP techniques in his private coaching sessions, he learned that the standard, scripted and templated processes of NLP were insufficient in creating deep change for every client. Each client is so unique that you cannot overlay a cookie-cutter script and hope it works. Gary began expanding the work and customizing the techniques, creating many techniques that are unique to this training only. What has emerged through all these years in working in the trenches with clients is a system that produces powerful change and shifts lives with the flexibility to work with others masterfully.

Continued on Page 3 . . .

January 8 Workshop

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Workshop Details

Time: 1:30 to 4:30 PM
Location: Hackberry Creek
Country Club
Address: 1901 W. Royal Lane,
Irving, TX
Phone: 972.869.2631
Web: www.hackberrycreekcc.com

ICF-NT 2016 Board

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January 8 ICF-NT Workshop (Continued)

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Workshop Description:

Many people lack the self worth to create the massive action required to achieve their dreams. Something seems to stop us from moving forward that lies outside the conscious awareness. Unless these self sabotaging subconscious issues are removed people will halt their lives and procrastinate precious years away. It takes passion and commitment aligned to an individual's deepest held values to create the unstoppable ability to achieve and live a thriving happy life. Within this training you will learn little known techniques that are amazingly simple in their application to remove the subconscious blockages. These are truly tools for life that, once learned, can be used for your lifetime as a profound system for creating breakthroughs with *even the most difficult clients*.

Workshop Outcomes:

This work is endlessly useful, flexible, and achieves remarkable results. Here is a small portion of what you will leave knowing and capable of facilitating:

1. The model of how we create our subjective experience
2. The distinctions of how human beings filter reality and where key interventions can be made
3. The significance of eye patterns and how to utilize them in resolving past hurtful memories
4. The importance of anchoring resources and utilizing the language of the brain and the subconscious mind
5. How to facilitate the powerful "Memory Resolution Technique"
6. Introduction to Submodalities and how to utilize Submodalities in shifting all pervasive negative emotional states
7. Locational Submodality Intervention
8. You will walk away from this experience with powerful coaching tools you can use the same day with clients that will transform your coaching practice and set yourself apart in the coaching community.

ICF CCEUs for this program: 3 Core Competencies

Core Competencies Covered in This Workshop:

- Establishing trust and intimacy
- Coaching presence
- Active listening (words, body language, tonality, and energy)
- Powerful questioning
- Direct communication
- Creating awareness

ICF-NT March Program and Workshop

Mark your calendars now for these two March events:

Friday, March 18 Luncheon Program: Are You Walking on Eggshells with Your Clients? How to Bring Intimacy, Vulnerability, and Courage to the Coaching Relationship.

Saturday, March 19 Full-Day Workshop (9:30 AM—5:30 PM): The Top Traps of Experienced Coaches (and How to Get Out Without Chewing Off Your Arm!).

Both will be facilitated by Cynthia Loy Darst, MCC. Both locations are TBD and information will be forthcoming on both of these events in the weeks to come.

**Welcome to Our
ICF North Texas
New Members**

Nov 22 — Dec 18

Suzan Dick—Colleyville, TX
Micaela Elizondo—Irving, TX
Niki McCuiston, Dallas, TX

Member News

*Two of our members have
received ACC (Associate
Certified Coach) credentials
from ICF:*

Kathryn Covert, ACC
Bill Koch, ACC

*Congratulations to
Kathryn and Bill!*

**Are you newly
Credentialed?**

Have you recently earned
an ICF Coaching Credential?

Your ICF-NT Chapter wants to
recognize your achievement.

Please email Kathleen Klaviter
memberships@icf-nt.com)
so your professional
organization can recognize
your accomplishment.

President's Message

Happy New Year!

I am sitting here writing my first president's letter and reflecting on my coaching journey to date. Four years ago I moved to Dallas and immediately joined ICF-NT to immerse myself in the local coaching community. During these four years I have gotten to know many of our great chapter members, joined the board of directors along the way, established relationships with other ICF chapters, attended several coaching conferences, and now look forward to being chapter president in 2016.



The road to 2016 began with the board of directors planning meeting on December 11. We agreed to build on the accomplishments of 2015 and take a subtle leap forward. Thanks to Neil Phillips for his leadership during 2015 and the board of directors for setting the scene for us to take this leap.

At our planning meeting we looked at where we are today, we reviewed the past, and we spent a majority of our time looking into the future. Below are the highlights of the planning meeting:

Where We Are Today

- ✓ Generate new ideas for moving forward to attain different results
- ✓ Open possibilities and entertain all ideas
- ✓ Identify the vision
- ✓ Understand what worked in 2015 to build on for 2016
- ✓ Clarify the expectations of each board role
- ✓ Understand what is driving our call for change
- ✓ Determine who we want to be as a chapter

Reviewing the Past

- ✓ Started our journey by taking a glance into the late 1800s when the term "coach" or "coaching" originated
- ✓ Continued to the founding of the ICF by Thomas Leonard in 1995
- ✓ Concluded with ICF North Texas becoming a chartered chapter in 2003 through where we are today

Looking Into the Future

- ✓ 2016 Vision — ICF-NT will be known as the leading resource for the coaching community and the organizations and individuals it serves, providing:
 - A collaborative network of credentialed coaches
 - Continuing education
 - Impactful contributions to the coaching profession
- ✓ 2016 Mission — Grow and develop a competent coaching community that drives results for coaches and those they serve
- ✓ Determine how can we improve the connection between chapter and region as well as chapter and global
- ✓ Shift from a chapter of consumers to a chapter of contributors
- ✓ Determine what "virtual membership" means to our chapter. Look at ways to create satellite chapter branches
- ✓ Create a "winner's circle" celebration
- ✓ Generate success criteria, clarify contributions, and have measurable outcomes
- ✓ Share ideas for upcoming programs

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Just a friendly reminder to please complete the payment for your monthly meeting reservation at the time you make your reservation in order to earn the early registration Price and to be sure we've ordered a meal for you.



ICF Global News

Please click [here](#) to read the latest ICF Global News!

Our Mission

Our mission is to grow and develop a competent coaching community that drives results for coaches and those they serve. We do this by providing strong credentialed coaches, educational programs, and rich resources for internal and external coaches, and organizations and individuals seeking coaches.

President's Message (Continued)

Continued from Page 4 . . .

- ✓ Establish how we keep our current membership base strong and engaged while growing our chapter
- ✓ Determine how we share what our chapter has to offer for individuals and organizations
- ✓ Establish the objectives, strategies, and actions for each of the 2016 board positions
- ✓ Document the responsibilities of each board position that includes a "lessons learned" section to share with future board members

We also spent some time getting to know each other during the planning meeting and discovered that your 2016 board members have some very funny stories to share.

There is excitement around 2016. We want more transparency with the chapter, so I encourage you to attend our monthly board meetings. The board meetings are open to all and provide great insight on how the chapter is governed.

Much success to you in 2016!

Randy Fernandes, CPCC, ACC
ICF-NT Chapter President

News from ICF Global

New ICF Leadership Institute

There is a new ICF Leadership Institute that has been designed and implemented by the ICF Maryland chapter and is available to any current ICF member. The institute is four 90-minute webinars to help coaches expand their leadership on a broader stage. Sessions begin on January 15 and include:

ICF Leadership and Policy: ICF specific policies and procedures, non-profit/association management experience: i.e., managing volunteers, engagement, delegation, accountability. (Presenter Magda Mook, Global ICF CEO/Executive Director. Wednesday, January 13, 2016).

Engaging and Inspiring People: (members, the public) i.e., influencing skills, facilitation techniques, establishing clear roles. (Presenter Damian Goldvarg, MCC, Global ICF President/Chair 2013-2014. Wednesday, February 10, 2016).

Leadership Presence: i.e., ethics, character, values, impact, managing self for transformation; thinking strategically: i.e., strategic planning, vision, creating outcomes. (Presenter Cheryl Vermey, PCC, Former Global ICF Board Vice President and Chair of High Performing Organization (HPO) Committee. Wednesday, March 9, 2016).

Fostering Collaboration and Managing Conflict: i.e., cultural competence, encouraging diverse teams, shared credit, and effective communication. (Presenter Ed Modell, PCC, ICF Global President 2011 and ICF Metro DC Chapter President 2005. Wednesday, April 13, 2016)

Enrollment is limited, so now is the time to consider it. Attendees can earn CCEUs. To learn more about this exciting offering and to sign up, follow this link: <http://icf-md.com/meetinginfo.php?id=65&ts=1449256646>.

Leverage the ICF Brand

The ICF has invested in great marketing and brand work that is available for use by members. Check out what is available and proudly display your membership in the strongest coaching organization on the planet!



PRISM Points!

PRISM Points!

January Newsletter/ Website

Date: October 2016

Location: TBD

Building on the success of PRISM 2015, we are excited to announce that PRISM 2016 is scheduled for October 2016. As soon as we secure a venue we will let you know the exact date and more particulars.

What is PRISM? It is an all-day event that provides those interested in coaching the opportunity to:

1. Learn how organizations embed coaching into their culture
2. Network with other coaching professionals
3. Experience a ceremony that awards exemplary organizations who have successfully embedded coaching into their culture.

You won't want to miss this very affordable experience so make plans now to attend!

If you would like to know more about PRISM or be on the task force, please contact:

Pam Van Dyke
817-726-9948
pam@vandykeresourcegroup.com

ICF Revised Code of Ethics

International Coach Federation Revised Code of Ethics

Every three years, ICF undertakes a process to review the [Code of Ethics](#) and ensure that it addresses changes within the coaching industry, reflects evolving processes, and remains relevant to ICF Members and Credential-holders. The ICF Code Review Team convened in April 2014.

The revised Code of Ethics was released in July 2015. The ICF North Texas Chapter urges you to read the revised code so that you can better understand the revisions.

Notable revisions to the Code of Ethics include:

- A shift away from the view of coaching ethics as right or wrong and toward an understanding of ethics as the concepts and principles directing coaches' behavior. As a Code of Ethics, it is more focused on what to do rather than what not to do.
- New provisions that address the other roles professional coaches may play (e.g., coach trainer, mentor coach, coaching supervisor).
- New ethical standard for internal coach practitioners. In particular, it addresses the role of confidentiality in this setting.
- New definitions to provide further information to coaches in a training role about students and conflicts of interest.

You may read the revised ICF Code of Ethics [here](#).

Announcement: Rice University is Seeking Coaches

Rice University is Seeking Coaches for Their Recently-Launched *Doerr Institute for New Leaders*

Rice University recently launched the Doerr Institute for New Leaders, a cutting-edge new initiative dedicated to leadership education. The Doerr Institute will enable Rice to empower its students with the skills, training and confidence to make a difference in the world as future leaders. The Doerr Institute was launched with a \$50 million gift from venture capitalist John and Ann Doerr, Rice graduates.

The Doerr Institute provides students with an innovative combination of proven, timeless techniques, together with modern, next-generation practices. The strengths of each student will be assessed and their potential developed in a comprehensive, custom-made plan of hands-on, real-world experience and guidance from personal coaches.

Rice is looking for ICF-certified coaches interested in becoming vendor coaches at the Doerr Institute. A pilot program will kick-off in late January with a subset of approximately 200 students. The pilot will run through the spring 2016 semester, ending late April.

Interested coaches should consider the following preferred parameters:

- ICF-certification
- Depth of coaching experience working in leadership development, preferably with client in organizations and/or academia
- Need to demonstrate understanding of unique leadership challenges faced by college students
- Ability to devote up to 15-20 hours/month for the pilot program, depending upon exact number of students participating in the pilot. Expect heavier time needs in February, slightly less in March and April
- In-person coaching, especially at the outset of pilot

All interested parties should submit the following to leadership@rice.edu:

- Coaching Bio
- Resume
- Cover letter, including statement regarding any experience or particular interest working with a college student population.

We will begin reviewing applications on December 22, 2015.

TACT is Looking for Helpful People

Becoming part of TACT (The Ambassador Calling Team) is an easy way to learn about what is going on in our chapter and connect to our ICF-NT coaching community.

TACT is looking for volunteers to personally invite members to our chapter events. The monthly calls take about 30 minutes and talking points are provided.

Judy Clothier can tell you more about this and get you started. Reach Judy at:
judympcou@sbcglobal.net.

ICF North Texas Business Development Community of Practice (COP)

Announcing!

ICF North Texas Business Development Community of Practice

Many requests have been made to put together programs directed toward building and sustaining a coaching business. This includes many aspects of mindset, marketing, networking, social media, closing the business, sustaining the business, and creating a flow of success.

Your Business Development Community of Practice (COP) team has worked diligently to create an ongoing program of not just learning about what needs to be done but immediate implementation of expanded and new business development practices that are based on:

- A proven program developed by an MCC Coach
- A format that:
 - Goes beyond the lonely pursuit of learning from canned digital content
 - Produces creative virtual learning, discussion, and idea sharing
 - Creates an environment of collaboration and accountability
- Multi-media content
- Added highlights of additional experts on select topics
- Content equally applicable to coaches just starting out and coaches wanting to hone their skills and take their business development to a new level

Example content (not all inclusive!):

- You'll learn how to apply the nine mindsets of networking both online and off.
- You'll be able to distinguish yourself in the online noise of social networking and social media marketing in ways that generate profitable, meaningful and sustainable relationships.
- You'll discover how to use social networking platforms to gain strategic, unfair advantage in the crowded online market.
- You'll know how to generate new clients and repeat business in any economy and effectively recession-proof your business.
- And much more!

At our **January 8 meeting**, we will have an interest sheet with two possible dates for our first organizational meeting for this collaborative group: the **evening of January 14** or **lunch on January 15**. So, *tentatively mark your calendars now* and be sure to pick up the informational flyer at our January 8 ICF-NT meeting.

Get your year of building/enhancing your business started now!

ICF-NT Launches New COP for Coaching Ministries

Announcing: Ministry Community of Practice

Our ICF North Texas Chapter is launching a new Community of Practice (COP) for **Coaching in Ministries**. This COP will provide opportunities for members to share best practices and learn from each other on how to best serve their ministry clients, both clergy and ministry staff. This COP is open to coaches who already serve the ministry niche or who wish to learn more about it.

Susan Potter is the primary contact. If you have any questions or are interested in joining this Community of Practice, you can reach Susan at SusanPotter@win-fromwithin.com, 817-503-8448. Geri England is assisting Susan with the launch. Her contact information is geri.eng@gmail.com, 972-899-1750.

Communications About Coach Training Programs

Publicity for ICF-Approved Coach Training Programs

Periodically you receive emails about ICF-approved coach training programs.

Two email blasts a year are made available to ACTP or ACSTH programs recognized by the International Coach Federation. In addition, these programs must have at least one full member of the ICF North Texas chapter who is in a sales, administrative or faculty position.

This effort aligns with our chapter mission to *"Grow and develop a competent coaching community that drives results for individual coaches and those they serve."*

Any questions about this should be directed to the VP of Membership at memberships@icf-nt.com.

Update Your Member Profile on the ICF-NT Web Site

Update Your Member Profile Membership in ICF-NT Has its Benefits

The ICF-NT Board has responded to requests from our members for an enhanced "coach" search capability. The enhancement to the member Directory on the website is finished. When people look for a coach on the ICF-NT website, they can now search by key words as well as zip codes. Sounds good, doesn't it? The ICF-NT Member Directory has new and enhanced search capabilities. These "search" criteria are similar to global ICF member profile Directory data points.

It is up to you to *update your Profile*. Follow the instructions below or go to the website and download a copy of the instructions found in the "Members Only Section" and "Member Only Documents." Follow these instructions:

Step 1:

Login to the ICF-NT website. In the upper Right hand corner find "Profile." Click on Profile, which opens to a web page with five dialog boxes.

"Membership Summary" is the top box and it should reflect your current status. If you have a question about your membership, please contact Kathleen Klaviter: kathleen@klaviterconsulting.com.

Step 2:

Look at the "Website" box (right column, top box). Click on "Interests." Move your cursor down to "Interests" and update your information in the two boxes on this page.

In the first box, "Coaching Specialties," there are now seven *Coaching Specialties*. Check the boxes of the items that apply to you. The last choice under "Coaching Specialties" is *Available for Speaking or Training Engagements*. Check that box if it applies to you. In the second box, "Coaching Delivery," has four methods to choose. Check all that apply.

When you finish checking your boxes on this page, scroll down and hit the "Save" button. You should receive a confirmation notice that your changes were saved.

Step 3:

Look at the "Personal Info" box (left column, top box). Click on "Contact Info." You will want to update the information on this page. Scroll down and hit the "Save" button at the bottom of the page. You should receive a confirmation notice that your changes were saved.

When updating your contact info, "Website" means your personal website. Enter the full url: <http://www.etc>.

Step 4:

In the same "Personal Info" Box, move your cursor down to "Additional Membership Data" and click on it to update your information. Then scroll down and hit the "Save" button at the bottom of the page. You should receive a confirmation notice that your changes were saved

Step 5:

In the same "Personal Info" Box, move your cursor down to "Membership Directory" and click on it to update your information. (See the Note on Membership Directory information below.) The information here is what shows on the website. Scroll down and hit the "Save" button at the bottom of the page. You should receive a confirmation box that your changes were saved.

Note on the Social Media sections of Membership Directory:

FB = Facebook. Only enter your name, not the full url.

LI = LinkedIn. Per ICF-NT, enter everything after the www.linkedin.com.

Twitter: This is your username—everything after the @ on Twitter.

NOTE: The "Membership Directory" information is now key word searchable. You will want to include important search terms in your directory information. One possibility is to include an extra paragraph at the bottom. Start with the phrase, "Keywords:" and then include the terms separate by a comma. For example: Keywords: Career coaching, young adults, entrepreneurs, solopreneurs, business plans, business designs, financial coaching, marketing.

Upcoming Chapter Meetings and Programs

YOUR COMPANY NAME



Advertise your services,
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or tout your expertise to
ICF-North Texas members

Sign up now to advertise in both
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- ✓ High Res (300 dpi) jpeg ad
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- ✓ Ads are subject to approval
of ICF-NT's Board
- ✓ Artwork and content must be
approved and payment made
prior to placing ad

Contact Mike Caracalas today
(treasurer@icf-nt.com)
to have your ad posted

January 8	ICF-NT Luncheon Program at Hackberry Creek Country Club. <i>Transform Your Coaching Effectiveness</i> . Presented by Gary De Rodriguez. Join us and be introduced to a system that transforms your coaching effectiveness with clients in a single session.
January 8	ICF-NT Workshop at Hackberry Creek Country Club. <i>Fast Client Interventions with Lifelong Results</i> . Presented by Gary De Rodriguez. Join us for this three-hour intensive workshop on processes that can transform your client's life in one session.
February 12	ICF-NT Luncheon Program at Hackberry Creek Country Club. Additional information is to be announced.
Friday March 18	ICF-NT Luncheon Program. <i>Are You Walking on Egg Shells with Your Clients? How to Bring Intimacy, Vulnerability, and Courage to the Coaching Relationship</i> . Presented by Cynthia Loy Darst. Location is TBD. More information will be forthcoming in the weeks ahead.
Saturday March 19	ICF-NT Full-Day Workshop. The Top Traps of Experienced Coaches (and How to Get Out Without Chewing Off Your Arm!) Location is TBD. More information will be forthcoming in the weeks ahead.
April 8	ICF-NT Luncheon at Hackberry Creek Country Club. Details provided at a later date.

Tell Us About Your Coaching Success Stories!

We'd like to hear about your coaching success stories—the successes of your coaching business and especially your clients' successes. These are an integral part of our ICF North Texas Coaches story. Your experiences remind us of our mission to grow and support a professional coaching community that drives results for individual coaches and those they serve. And sharing your story could help others.

Please take a minute to tell us about a positive experience you've had as a Coach. All stories will be reviewed and documented, and with permission, we may share your story online or in one of our ICF-NT publications.

If you're willing to share your story, please contact PR@icf-nt.com.

Thanks!

International Coach Federation—North Texas Chapter
www.icf-nt.com

Follow us on:

