



2022 ICF Toronto Chapter PRISM Award Information & Sample Form

OBJECTIVE:

Honours organizations and coaches who have led the implementation of coaching programs that fulfill professional standards, address key strategic goals, yield discernible and measurable positive impacts, and shape organizational culture.

ELIGIBILITY: 5 Organizational Award Categories:

- Large Private Sector: 500 plus employees
- Mid-Size Private Sector: 50 to 499 employees
- Small Private Sector: 1 to 49 Employees
- Not-for-Profit Sector
- Public Sector

CRITERIA for individual nominator:

- Must be a member in good standing of the ICF Toronto Chapter and paid the Activity Fee
- A current ICF Credential-holder
- ICF Credential-holder must have delivered coaching in the organization as an external or internal coach practitioner
- ICF Credential-holder may be an accredited coach or an HR or talent development professional

First Nominating Coach

Please provide contact details for the primary 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:

Joint Nominating Coach (if applicable)

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 **1 year prior to this nomination submission.**

Organizational Nominee

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):
Number of employees:
Annual revenue:
Implementation date of coaching initiative:
Current status of coaching initiative:

Please quantify the extent to which this coaching initiative has been implemented across the organization:

Number of coaches used in coaching initiative:
Number of employees receiving coaching:
Number of department areas/business lines using coaching:

During the PRISM nomination review process, the panel of judges may wish to contact the coaching sponsor (or a suitable designee) 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	ICF Credential level (if applicable)
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Champion #1:
Champion #2:
Champion #3:

Snapshot of Coaching Initiative

As the Nominating Coach, please describe why you feel that this organization should be recognized for an ICF Toronto Chapter PRISM Award: (250 words or less):

Please describe the general scope of the coaching initiative in terms of the types of coaching that are being applied inside the organization: (250 words or less):

Detailed Evaluative Criteria

***** NOTE: For the remaining sections of this Nomination Form, we ask that you refrain from identifying the proper name of the Organizational Nominee. Rather, please provide anonymous references (e.g. the organization, the company, etc...)**

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):

- Coaching initiative utilizes external or internal coaches who hold an ICF Credential

- Individuals offering coach-specific training to employees have graduated from an ICF accredited/approved program
- Coaches involved in the initiative have been offered coach mentoring/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 throughout coach training and/or delivery 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 behaviours
- Coaching initiative can be mapped clearly to 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

Sustainability: Provide examples of how coaching has become embedded into the fabric of the organization or identify any plans to develop/expand the coaching initiative further. Examples could include, but not be limited to, the following (500 words or less):

- Organization has coaching champions/advocates in senior leadership position who can communicate the coaching strategy effectively
- Coaching has become positioned as a preferred solution when compared to other modalities
- Coaching used as modality in forward-thinking areas (e.g. talent management, succession planning, employee development)
- Coaching shows long-term resilience in organizational infrastructure/operating budget
- Organizational leadership styles have changed positively resulting from the coaching

Impact: Provide any observable and measurable details that underscore the value, influence or effectiveness of the coaching initiative. Examples could include, but not be limited to, the following (500 words or less):

- Integration of coaching measured by number of employees/proportion of workforce receiving coaching
- Employees who have received coaching provide positive testimonials that demonstrate the breadth and/or depth of coaching initiative
- Employee indicators provided that validate increased levels of workplace engagement and well-being (e.g. decreased stress, increased resilience, goal attainment)
- Return on Expectations (ROE) measurements provided for non-monetary employee/organizational goals that were identified before coaching initiative was implemented
- Return on Investment (ROI) measurements calculated for areas that emphasized financial business outcomes or for any impacted goal areas that can be converted to a monetary value

Participating Coach(es)

Aside from the Nominating Coach(s), please provide information for up to five coaches who worked on this coaching initiative:

Name	Internal Coach	External Coach	ICF Credential Level (if applicable)	Other organization credential (if applicable)	ICF Member Y/N
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Coach #1
Coach #2
Coach #3
Coach #4
Coach #5

You, or some of the individuals listed on this application, may be contacted by our panel of judges in order to provide additional/clarifying information about this coaching initiative.

Should you have any questions, please contact Kim Leitch at kim@icftoronto.com or 416-960-4791x3.

SAMPLE