

International Coach Federation



TORONTO CHARTER CHAPTER

HIGH IMPACT COACHING PANEL

November 23, 2016

Novotel Toronto Centre – Toronto, Ontario



Toronto
Chartered Chapter

International Coach Federation

PRISM

Award

TORONTO CHARTER CHAPTER

In 2000, the ICF Toronto Chartered Chapter created the PRISM Award to recognize organizations that used coaching to yield measurable business results. Since 2005, ICF Global has also adopted the PRISM Award that has become the epitome of what professional coaching can accomplish at the corporate/organizational level.

***“Congratulations to this year’s
PRISM Award Recipients!!!”***



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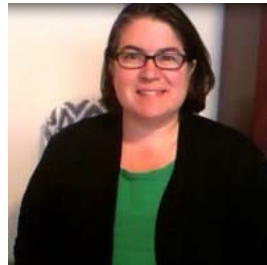
Congratulations!

2016 PRISM AWARD RECIPIENT

- LARGE PUBLIC SECTOR



Waheeda Rahman
Director of O.D. & Diversity
The Scarborough Hospital



Jennifer Britton, PCC
Potentials Realized





Congratulations!

2016 PRISM AWARD RECIPIENT

- LARGE PRIVATE SECTOR



Dominic Scaffidi, PCC
HR Possibilities Inc.



SLEEMAN BREWERIES



Toronto
Chartered Chapter

2016 PRISM Award Ceremony & Luncheon





Congratulations!

2015 ICF GLOBAL PRISM AWARD RECIPIENT:



Silvia Lulka
Rogers Communications



Toronto
Chartered Chapter

2015 ICF Global PRISM Award



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Today's Panel



TODAY'S MODERATOR:

Melinda Sinclair
PeopleDynamics Learning Group Inc



Dominic Scaffidi, PCC
HR Possibilities Inc.



Jennifer Britton, PCC
Potentials Realized



Waheeda Rahman
Director of O.D. & Diversity
The Scarborough Hospital



Jennifer Lynn
PRISM Chief Judge



Sue Sheldon, MCC
PRISM Judge



Dorothy Greenaway, MCC
Past PRISM Award Recipient



Silvia Lulka, ACC
Global PRISM Award Recipient
Rogers Communications



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NOMINATION REQUIREMENTS

ICF-Toronto PRISM Award Nomination Eligibility Criteria

- The organization must be nominated by an external or internal **coach who holds an ICF Credential (ACC, PCC or MCC)**, has participated in the coaching initiative, and is an active member in good standing of the ICF-Toronto Chapter
- The organization must be located within the following area codes: 416, 647, 905, 519, 705, or 289, however the coach may be located anywhere
- The organization must have started implementation of the coaching initiative **at least 4 months prior** to submitting nomination form
- The coaching initiative **must have yielded reliable results** that have impacted either the individual coachees and/or the sponsor organization in ways that are observable and/or measurable
- Senior leaders within the organization remain active champions for sustaining the coaching initiative



2016 PRISM Judging Panel



Jennifer Lynn
Chief Judge



Marilyn Osborne



Sue Sheldon



Rose Marie Nero



Deborah Nixon

Thank you to our dedicated volunteers!!!

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EVALUATION CRITERIA

Evaluation Criteria: **STANDARDS**

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:

- 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

Evaluation Criteria: **STRATEGY**

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:

- Coaching initiative that aligns with the organization's vision, mission, vision, and core values
- Coaching initiative that 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

Evaluation Criteria: **SUSTAINABILITY**

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 :

- 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

Evaluation Criteria: **IMPACT**

IMPACT: Provide any observable and measureable details that underscore the value, influence or effectiveness of the coaching initiative.

Examples could include, but not be limited to, the following:

- 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