

February 2019 Newsletter

From the President's Desk:

Although February is noted for being the shortest month and it's cold and bleak winter days, it is also known as the month of love and warmth with its hearts, roses and chocolate. As coaches, this month can also remind us of a very simple principle and assumption that we make about our clients; that each and every one is whole, competent, capable, creative and resourceful. With that simple belief, we fully love our clients for who they uniquely are! That basic assumption about our clients allows us to recognize and support their potential to the fullest. What a loving gift to give to our clients and everyone with whom we come in contact!



"Love is not only something you feel, it is something you do." – David Wilkerson

"Let the beauty of what you love be what you do." – Rumi

Take a look at our new offering beginning in March, The Core Competency Practicum, which will update your coaching skills and bring you in alignment with the requirements for current applicants for the PCC credential. These monthly classes will have you learning about and practicing the Core Competencies in combination with understanding the PCC Markers to build your skills, confidence and competence in coaching.

Many of you took the survey a few months ago put out by the ICF Philadelphia Membership Committee. Read the Executive Summary and see what was learned. This information will be used as we plan and implement new programming and events for our members so you are on the cutting edge of the coaching industry.

Wishing you a month of love, warmth and inspiration.

Warmly,

Lynn Meinke

ICF Philadelphia President

**February ICF
Philadelphia Chapter**

At a Glance:

Virtual Meeting



Staying Out of Ethical Hot Water; How Ethical Gray Area Situations Can Turn Into Black and White Breaches of Ethics Code

Presented by Tina Elliot, PCC

Thursday, February 21, 2019

7:00 - 8:30 pm

This ethics specific training is focused on understanding ethical “gray area” situations and how to move through them consciously and course correct if necessary.

This presentation will provide 1.5 Core Competency CCEUs and fulfill half of the necessary ethics requirements for your next credential renewal.

[Register Here](#)

- **February 13, 2019:**
Wednesday: Virtual Café Series- -7-8:15 pm, Holly Kile, VA will be presenting "LinkedIn for Coaches" 1.25 Resource CCEUs (This is a reschedule from December due to illness) - [Register HERE](#)
- **February 21, 2019: Thursday --** Virtual Meeting on Zoom --7:00-8:30 pm. Tina Elliot, PCC presenting on “Staying Out of Ethical Hot Water; How Ethical Gray Area Situations Can Turn Into Black and White Breaches of Ethics Code.” This presentation will provide 1.5 Core Competency CCEUs and fulfill half of the necessary ethics requirements for your next credential renewal. ([Register HERE](#))
- **March 5, 2019** Tuesday -** Core Competency Practicum: New Offering: 6:30 - 8:00 pm. A Practicum designed to integrate the PCC Markers and Core Competencies while providing 1.5 Core Competency CCEUs. Led by Lynn Meinke, PCC ****Note the day change.**
- **March 13, 2019:**
Wednesday:Virtual Cafe Series - 7-8:15pm Speaker TBA
- **March 21, 2019: Thursday:** ICF Philadelphia Dinner Meeting 6:00-8:30. Stay tuned for more information.

**Want to meet
some of your
coach
colleagues?**

**Attend one of
our monthly
Community
Coffees**



****New Offering:**

Core Competencies Practicum: Understanding and Practicing the ICF Core Competencies in the context of the PCC Markers

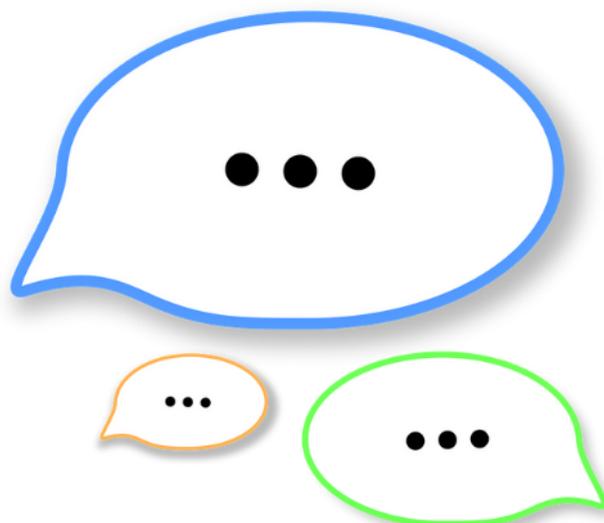
Are you working towards earning an ICF credential? Has it been awhile since you visited the Core Competencies? If you got your ICF credential more than three or four years ago, you may not be aware that there have been some changes in the expectations for what it means to coach at the PCC level. The creation and implementation of the PCC Markers to assess a candidate's coaching has raised the bar for what it means to hold this valued credential.

Each month this Core Competencies Practicum will provide an overview of a particular competency and combine it with an understanding of the PCC Markers that accompany it by using designed exercises and practice to anchor in this enhanced level of coaching. These exercises are being used by several schools of coaching and were designed by Lynn Meinke, PCC, who has taught and mentored coaches about the Core Competencies for approximately 20 years.

Each of the nine monthly meetings will provide 1.5 Core Competency CCEUs. The Practicum will be held the first Monday of the month, except when noted, from 6:30 pm-8:00 pm. Join this exciting adventure as you enhance your coaching skills by applying these cutting edge criteria.

Survey Report:

Recently, the members of ICF Philadelphia were asked to complete a survey that could be used by the Board to assist in a variety of areas including programming, location, time for events, areas to volunteer, projects to explore, etc. Thanks to each person that responded. Your responses are important in charting the direction for ICF Philadelphia to pursue as we plan the year ahead. The results have been tabulated, analyzed and a report created. To learn what has been discovered and some recommendations to consider, click [here](#) to read the Executive Summary.



ICF Global Articles:

ICF has shared the following articles with us.

85% of orgs can cite at least 1 failed #changemanagement initiative within the last 2 years. @ICFHQ @human_capital research shows #coaching is key to successful #changemanagement. Learn more at <http://bit.ly/2Tip6uA>

.@donwhittle will discuss @ICFHQ Member renewals in the upcoming #MonthlyMeetupWithICFMembership #FacebookLive on February 14 at 10 a.m. #ICFMembership <https://www.facebook.com/icfhq/>

Here's a look at how one #coach balances #probonocoaching in addition to all the other demands of life, and how she avoids #burnout <http://bit.ly/2CX6Qjr>

Are you searching for #CCE opportunities to renew your #ICFCredential? Here are some different places to look for #CCE opportunities via #CatchingUpWithICFCredentialing #FacebookLive <http://bit.ly/2Ud6a0j>

Membership with @ICFHQ offers you opportunities for continuing #professionaldevelopment. Renew today at <http://coachfederation.org/renew>



Welcome to Our New ICF Philadelphia Members & Guests!

Welcome to our newest members who joined in January:

Martina Boardley
Atif Iqbal
Rosalyn Levbarg
Steve Riccio



Congratulations - New Credentials Earned!

Congratulations to our members that have attained a new ICF credential! Bravo on all the work you did to attain your credential and build the credibility of professional coaching!

ACC

Atif Iqbal, ACC

PCC

Faisal Khan, PCC

MCC

Debra Brosan, MCC
Frances Johnston, MCC

THE BOOKSHELF



The Bookshelf:

Resources on Ethics:

Badaracco, Joseph L., Jr. **Managing in the Gray: Five Timeless Questions for Resolving Your Toughest Problems at Work**, Kindle Edition. Harvard Business Review Press, August 2016.

Every manager makes tough calls—it comes with the job. And the hardest decisions are the “gray areas”—situations where you and your team have worked hard to find an answer, you’ve done the best analysis you can, and you still don’t know what to do. But you have to make a decision. You have to choose, commit, act, and live with the consequences and persuade others to follow your lead. Gray areas test your skills as a manager, your judgment, and even your humanity. How do you get these decisions right?

In *Managing in the Gray*, Joseph Badaracco offers a powerful, practical, and even radical way to resolve these problems. Picking up where conventional tools of analysis leave off, this book provides *tools for judgment* in the form of five revealing questions. Asking yourself these five questions provides a simple yet profound way to broaden your thinking, sharpen your judgment, and develop a fresh perspective. What makes these questions so valuable is that they have truly stood the test of time—they’ve guided countless men and women, across many centuries and cultures, to resolve the hardest questions of work, responsibility, and life.

Badaracco, Joseph, L., Jr. **Defining Moments: When Managers Must Choose Between Right and Right**, Kindle Edition. Harvard Business Review Press. August 2016.

“Defining moments” occur when managers face business decisions that trigger conflicts with their personal values. These moments test a person’s commitment to those values and ultimately shape their character. But these are also the decisions that can make or break a career. Is there a thoughtful, yet pragmatic, way to make the right choice?

Badaracco shows how to approach these dilemmas using three case examples that, when taken together, represent the escalating responsibilities and personal tests managers face as they advance in their careers. The first story presents a young manager whose choice will affect him only as an individual; the second, a department head whose decision will influence his organization; the third, a corporate executive whose actions will have much larger, societal ramifications. To guide the decision-making process, the book draws on the insights of four

philosophers—Aristotle, Machiavelli, Nietzsche, and James—who offer distinctly practical, rather than theoretical, advice. *Defining Moments* is the ultimate manager's guide for resolving issues of conflicting responsibility in practical ways.

Stark, Andrew. **"What's the Matter with Business Ethics."** Harvard Business Review. June 1993. [Click here to read the article](#)

Williams, Patrick and Sharon K. Anderson. **Law and Ethics in Coaching: How to Solve -- and Avoid -- Difficult Problems in Your Practice** 1st Edition, Kindle Edition. Wiley. 2007.

"This book provides an easy-to-read introduction to the core ethical and professional issues faced by all coaches irrespective of length of coaching experience. The case studies and guidelines in this book will help coaches constructively reflect on their coaching practice, and will help build the solid ethical foundation that professional coaching practice demands. A very useful text for both the beginning and experienced coach."

--Anthony M. Grant, PhD, Director, Coaching Psychology Unit, University of Sydney

Send us the titles of your favorite books on or related to coaching or an article you like or have written on coaching. Send your suggestions to: CoachingServicesIntl@gmail.com