

ICFP October 2020 News

ICF Philadelphia <icfphiladelphia@wildapricot.org>

Mon 11/2/2020 10:18 AM

To: Holly J. Kile <holly@hjkglobal.biz>;

Check out the latest in the ICFP world!



October 2020 Newsletter



Message from the Board

By Chris Cavalieri, ACC, CDTLF - Board Member At Large

CEAD is Launched!

"As the global association for coaches and coaching. ICF can harness the collective

power, influence and voice of our membership to champion changes that will benefit our industry, our clients, our communities and the world.

As coaches, we consider our clients' context, identity, environment, experiences, values and beliefs as we partner with them in unlocking their potential. However, we cannot help our clients reach their greatest potential unless we also work against entrenched conditions that limit it.

The continued perpetuation of systemic inequality is at odds with our shared values and vision as ICF. As coaches, we know that change often begins in moments of discomfort. Change begins with tough conversations. Change begins when we open ourselves to feedback about where we are getting it wrong and to guidance on what we can do to get it right. We must act.” – [Statement from ICF Global, June 1st 2020](#)

In response to that call to action, ICF Philadelphia, led by incoming Board President Cassandra Moore, launched Coaching Employees of African Descent (CEAD). Philly has been the birthplace of many things, several becoming global innovations. Barely a few months old, the ICF Philadelphia CEAD program is headed that way.

CEAD provides coaches an opportunity to contribute to increase the effectiveness of nonprofit employees and their organizations. Clients in nonprofit organizations or other not-for-profit initiatives are paired with experienced volunteer coaches who, depending upon the engagement, provide leadership, business and life coaching services.

Some of the benefits of being a coach for the CEAD program:

- Being a part of a community of coaches making a difference
- On-boarding session and Cultural Competency Training
- Monthly CEAD Coach Cohort gathering for enrichment
- Guest speakers and CCEU credits

Simultaneously, the CEAD Client Cohort receives:

- Six months of pro bono coaching sessions and professional development
- Connection and community via monthly Client Cohort gatherings

“Change begins when we open ourselves to feedback about where we are getting it wrong and to guidance on what we can do to get it right.” It is in community, in the presence of trust and psychological safety that growth and change are fostered. No one wants to go it alone.

The CEAD Client Cohort is also in response to the mountains of data that folks working in nonprofits are overwhelmed, under-resourced and very often, underpaid. The unspoken, and sometimes explicit, nonprofit mantra is to serve the mission - often at the expense of professional development, healthy boundaries and self-care. Never has it been more evident that the model is not sustainable. In the environment of servant leadership, what does servant self-leadership look like? In all of our acts, agencies and organizations of compassion, where's the self-compassion? These and other issues arise in individual CEAD coaching sessions. It's the healing power of empathy that the cohort provides.

“Empathy has no script. There is no right way or wrong way to do it. It's simply listening, holding space, withholding judgement, emotionally connecting, and communicating that incredibly healing message of 'you're not alone'.”

In the spirit of 'you're not alone' we're delighted that other ICF chapters are interested in following ICF Philadelphia's lead and beginning their own CEAD program. It started in Philly!

In all of this, we couldn't have done this without you. We are so grateful to the generous coach volunteers for supporting this effort. If you're interested in learning more, please email at chriscavalieri@mac.com

Register for ICF Advance

Register for ICF Advance 2020 here <https://lnkd.in/gNA3-rc>

ICF Advance 2020 provides a platform to connect with your coaching peers, deepen your knowledge of emerging subject matter that is influencing coaching, and expand your skill set.

Join us online October 12–November 10, 2020, to learn from experts working at the intersection of theory and practice about cutting-edge topics impacting coaching and coaches today.

This event has been approved for 22.25 Continuing Coach Education (CCE) units (14 in Core Competencies and 8.25 in Resource Development).

Shout Out to the ICF Community

Thank you to Denise Hedges for last month's event "The Speaker As Coach."

Denise Hedges is a business development coach and speaking coach with over 30 years experience in sales and marketing. She specializes in training and coaching business owners to market themselves more effectively using the strategy of speaking. Denise works with coaches to help them move past any doubt about sales and marketing, so they can attract more clients and make more money!

Denise is a Professional Certified Coach and a member of the Coach University Faculty. She trains personal and business coaches all over the world!

Visit her website: <http://www.DeniseHedges.com>

October Event Spotlight

By celebrating the stories of neurodiverse, gifted women leaders, we will empower up-and-coming women to own their quirks and imperfections and step up in our world to solve the world's biggest problems. Women who attend will be able to contribute to the conversation and join our networks in order to get support through this coming challenging year.

[Join us!](#)

Elevate Your Coaching Through Reflective Practice





How are you reflecting and learning about your self as a coach, about your relationships with clients, and about the enterprises/systems in which you work?

Please join me for an experience of reflection and learning that will elevate your coaching practice.

Ken Giglio, Principal of Mindful Leadership Consulting, is offering Coaching Supervision in a group format beginning the week of November 6th. This is ideal for coaches who have completed a coaching certification program and who have at least five years of coaching experience to draw on for reflection. Internal and external coaches are welcome.

If you are interested in participating in a rich learning experience, please reach out to Ken directly at kgiglio@mindful-leaders.com to set up a 30 minute Zoom conversation.

Who You Are Is How You Lead

By Lara Heacock, MBA, PCC

They say that you have to hear something a certain number of times before it sinks in.

Well, I have a note in my phone that I keep with writing ideas so that if inspiration hits and I'm not able to write at that moment, I can keep the idea...and vice versa, if I sit down to write and am not inspired, I have a place to look.

A few months ago I added "who you are is how you lead" to that note in my phone. I'll give the first hat tip to Brené Brown for that inspiration from the "Dare to Lead" course I took in May. Recently I've been listening to Sonya Renee Taylor and she echoed this sentiment.

Let me explain where my note came from. [Read more](#)

Take Care Of Your Own Professional Development

By Andy Cook, PCC

We live in a world where things are changing. For example, it's hard to believe or remember a world without smartphones. Did you realize that it's been almost 14 years since Steve Jobs introduced the Apple iPhone to the world? Think about this: the skills we had in 2007 wouldn't necessarily keep us relevant and useful today, let alone 14 years from now.

Whether you work for an organization or work for yourself, it's important to keep your own professional development high on your to-do list. Where am I headed with this? One of the ways I've kept myself moving forward (as a self-employed guy) is through being the captain of my own ship: taking responsibility for my own development. Whether it was advancing my education, getting certified in an assessment, or getting my executive coaching credential, it's so important to be lifelong learners. Your development doesn't have to be time-consuming or a big financial investment, either. Have you visited the national ICF site? Are you aware of the vast resources available at your local public library?

Ask yourself:

- What was the last ICF Philly or ICF National program I attended?
- What was the last book or article I read connected to my professional field?
- When did I last talk with a colleague about his or her recent achievement or certification, or share something I've recently done, read, or saw?
- Have I set goals for myself connected to my development?

I challenge you to commit to your own growth and professional development! If you work for an organization, investigate any tuition reimbursement programs and/or talk with your manager about what opportunities may lie ahead. If you work for yourself, commit to an achievable "SMART" (specific, measurable, action-oriented, realistic, time-based) goal to reach in the next 3, 6, or 12 months.

It all begins with setting your mind to it, and remember, investing in yourself is the best guaranteed return of them all. One last tip: share your goal with a friend or buddy – this way you can help hold each other accountable. As coaches we know the importance of this final step!

Message to Volunteers

Get even more from your ICF Philadelphia membership by taking an active role in the Chapter. Use skills you love, or build new ones; build your network; meet and learn from other coaches, or just fill that space in you that wants to give back - ICF Philadelphia has lots of opportunities for you to contribute to the chapter, events, your fellow coaches and the community we serve. Even if you just have a couple of hours a month to contribute, it's easy to get started, have fun, and create some additional value for yourself as a new member. Explore the opportunities [here](#), choose one that is right for you and let us know!

Currently, there are great opportunities to contribute in these areas!

New member ambassadors – reach out to 2-3 new members per month with a phone call to welcome them to ICF Philadelphia and guide them as new members

Governance – an ongoing role to help create and maintain the management structure of the chapter in a way that adds value for members and is sustainable

Events – Take an ongoing role in leading and developing the structure for how we deliver events for members in the most efficient and valuable manner.

Marketing & Communications – If you enjoy expressing your creativity in marketing, branding, writing, and social media then we could use your talents to help build our brand and share our message.

Call for Speakers

Do you have something to say? We are always on the lookout for stellar speakers. If you or someone in your network is ready to help us get to learning, [speaker applications live here](#).

Events At a Glance

October 26, 6:30 - 8:00 PM: Core Competency Practicum -

Competency #7 presented by Lynn Meinke, PCC, Free Registration for Members ([Register HERE](#))

November 10, 7:00 - 8:30 PM: Alternative Ways to Reduce Stress presented by Carlee Myers, Free Registration for Members ([Register HERE](#))

Did you know that you can find virtual sessions all over the world if you scope out the list from other chapters on ICF Global's site? [Check it out here.](#)

[Please check out one of our Community Coffees to connect with other coaches in your area!](#)

Welcome New Members

Katherine Frey

Kelly Davis

Sherry Ezhuthachan

Hillary Blecker

Tina M. Muheim

Anu Smalley

Steven Jones

Daniel Scholl

Valerie Driscoll

Melanie Bascelli

Nathan Johnson

Judy Landis Setting

Lacey Alexander

Maxine Dotseth

Tiffine Johnson-Davis-Good

Congratulations - New Credentials Earned!

Denise Kozikowski, PCC

Dianne Kenney, PCC

Susanna Gilbertson, ACC

Stephen Decker, ACC

LET'S CONNECT!

[UNSUBSCRIBE](#)