

Eligibility And Selection Criteria

Eligibility Criteria

1. The nominating coach is an active member in good standing of the ICF Saskatchewan Chapter and who is a member of the International Coach Federation;
2. Subject to number 1, nominations will be considered where the nominator has participated in creating an impactful, sustainable coaching culture. There is no geographic restriction on organizations who are nominated
3. The coaching initiative may have started earlier; however, at least 4 months of the initiative must have taken place during 2018.
4. The coaching initiative demonstrates adherence to the ICF competencies in any of the following formats:
 - a) One-on-one coaching;
 - b) Group or team coaching;
 - c) Coach training for leaders/managers/staff; and/or;
 - d) Other supportive coach training initiatives.
5. Coaches may nominate more than one business/organization, however, a separate nomination form is required for each nomination.
6. A representative of the business/organization must be identified and make themselves available to be interviewed by the judging team and to answer questions during the selection process.
7. A Senior Business or Organizational Sponsor and/or active champions of coaching are strongly encouraged to participate in the ICF Saskatchewan Prism Gala Awards event, to be held during International Coaching Week, on Thursday May 2, 2019 in Regina.
8. Any organization in receipt of an award must be in agreement to share their company name and coaching story publicly and in the media.

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Eligible Categories

Organization Type	Small 1-99 Employees	Medium 100-499 Employees	Large 500+ Employees
Private Sector <i>Organizations operating for profit; not owned or controlled by government</i>			
Public Sector (Includes but not limited to: Crown Corporations, Government Agencies, Schools, Libraries) <i>Organizations owned and operated by government and exist to provide services for its citizens</i>			
Not-for-Profit <i>Refers to a non-profit organization or a charity</i>			

Awards may not necessarily be awarded in every category of organization type and size (Size of organizations as defined by Statistics Canada)

Evaluative Criteria

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 have coach training and/or hold an ICF Credential

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- 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
- Coaching agreements explicitly state the relationship between coach, client and other stakeholders (e.g. Supervisor, HR, other organizational decision makers)
- Evidence-based approach adopted throughout coach training and/or delivery of coaching
- Internal coaches have access to continuing professional development

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

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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 wellbeing (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.
- Examples are % change in employee turnover, profitability, or other key performance indicators (KPI's) the organization used to evaluate the results of the coaching initiative
- 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.

This could include a return on investment (ROI) calculation

$$\frac{(\text{Gain from Investment} - \text{Cost of the Investment})}{\text{Cost of the Investment}} \times 100$$

Deadline for Nominations

Completed nomination forms are to be e-mailed to:

Richard Clatney – Coordinator, **Selection Committee - Prism Awards Program:**
rclatney@gmail.com

beginning Monday, November 26th and no later than **5 p.m. CST, Friday, January 25, 2019**

Please include ICF Saskatchewan Prism Award 2019 in the subject line.

You will be notified of the receipt of your nomination form within 24 hours.

Format Guidelines

Applications will be accepted in Microsoft Word, or a similar program, using a standard business font and size. Please keep format simple, clear and concise, following the eligibility and criteria as a guide for organizing your submission.

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Confidentiality

ICF Saskatchewan Chapter is collecting this information to select 2019 Prism Awards recipients. To ensure confidentiality of information contained in the Nomination Submissions, access will be limited to the Selection Committee Coordinator and Judges. The information will be kept strictly confidential, and will not be used for any other purpose.