

Coaching World International Coach Federation Issue #124 - Coachfederation.org - March 2005

COACHING WORLD IS PUBLISHED MONTHLY BY THE INTERNATIONAL COACH FEDERATION

Website: <http://www.coachfederation.org> **Telephone:** Toll-free -- 1-888-ICF-3131 (1-888-423-3131) **Washington D.C. --** 202-712-9039

Editor: Beth Barry
Circulation: 24,000-Plus

President's Message

From England to Tanzania, Coaching's Impact is Growing From ICF President Steve Mitten, MCC



Regular readers of the Coaching World know that over the past two months, both Executive Director **Dan Martinage** and I have been talking about some of the challenges that face our young profession. We have also shared the ICF's commitment to meet and address these challenges for the sake of individual coaches and the profession itself.

This month, while the ICF leadership and staff continue to build the foundation that will insure a prosperous future for our profession, I think it's important that we recognize and celebrate some of the incredible ways coaching is already making an impact on the world.

One of the joys of volunteering with the ICF is coming into contact with the many coaches who are taking our profession out into the world and making a big difference. Some of you who attended the Québec conference may have heard me mention several of these stories, but I believe they bear repeating:

- Coach **Jan Portillo** had a dream. A resident of the U.K., she wanted every English schoolchild to be exposed to coaching. In a recent email, Jan shared news about the project she is heading up in the English school system.

"I had to develop and write a specification for a tender for a national programme of training and development for coaches in every post-16 organisation in England," she wrote. "That's about 3,000 coaches in Phase 1, with many more in the next 2 phases. Ultimately, it will impact on 55,000 teachers and one million learners."

Can you imagine a world in which every schoolchild is being coached?

- IBM currently has more than 100 internal coaches who have completed their training through an ICF-accredited Coach Training Program (ACTP). Soon it will have 250. The company's immediate goal is for more than 50,000 IBM employees to have access to coaching. And this is just the beginning of its coaching plans.

As in IBM, ICF coaches are extending the power of coaching within hundreds of other companies, organizations and government agencies around the world. Many

are introducing coaching into large multinational firms the likes of Marriott International, Boeing, The Walt Disney Company, The Bank of Montreal, Deloitte, Johnson & Johnson and Adidas.

Can you imagine a world where every employee, every boss, every bureaucrat, every politician and every leader has access to a good coach?

- Coaches **Ann Betz** and **Ursula Pottinga** are the co-founders of AmeriCoach, a non-profit organization dedicated to developing powerful, passionate leaders. AmeriCoach coordinates hundreds of volunteer coaching relationships to support volunteers who give a year of their life to make a difference in their community through Americorp.
- The [Time To Change prison project](#) is taking the power of coaching into prisons, doing more to transform inmates' lives in a few brief months than 100 years of incarceration could.
- The Coaches Alliance for Social Action (CASA), led by **Virginia Kellogg, MCC**, is inspiring and coordinating coaching initiatives for social action.
- Many of our 131 ICF chapters around the globe have developed initiatives that are taking coaching out into the world, raising awareness, demonstrating what is possible and creating more demand for coaches.
- We have created the ICF Foundation, seeded with donated start-up funds, to help promote worthy coaching initiatives around the world.
- Hundreds of individual ICF members are involved in projects that are making a difference in the world. As just one example, Coach **Linda Lea** has a passion to make education available to the underprivileged in developing regions of the world. Under her program in Tanzania, more than 200 girls are now attending secondary school – girls who otherwise would not have this opportunity. To learn more, go to www.lindalea.com/outreach.html.

These are just a few of the ways that coaches are volunteering their time, talent and vision to support important social change and to build public awareness of their profession.

Coaching is a powerful agent of positive individual, organizational and cultural change. It gets results, returns people to choice, connects them to what is important, and elevates human consciousness. I consider it an honor to be part of this international organization of so many great coaches who care so deeply about the world we live in and the work we do.

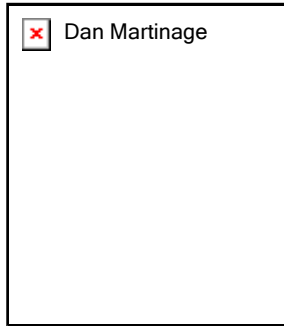
Coaching is a valuable and worthy vocation. Let us embrace the future, and commit ourselves to forming a strong professional organization, to holding ourselves to higher standards, and to taking a much clearer message out to the public. Together we can take professional coaching to the world.

Yours sincerely,
Steve Mitten, MCC
ICF President
president@coachfederation.org

Executive Directors's Message

ICF hires Public Relations Firm For Global Publicity Campaign

From ICF Executive Director Daniel Martinage, CAE



The year is flying by! It seems as if it was just last week when many of us were at the 9th ICF Conference in Québec City, and already we're well into preparations for our 10th anniversary conference in San Jose, California. If you haven't done so already, be sure to block out the dates of Nov. 10-12 for what's shaping up to be the best and biggest ICF Conference ever.

I have two other exciting things to share with you. First, I am pleased to announce that the ICF has hired a professional public relations firm, Honig & Zevallos of Miami, Florida, to develop a world-wide campaign to raise

public awareness, understanding and appreciation of the coaching profession. A major goal of the campaign is to increase the demand for coaching generally and for ICF-credentialed coaches specifically. I will be working closely with these PR experts over the next several months as we develop our positioning and marketing messages. One of the most valuable byproducts of these efforts will be a press kit for our chapters, designed to help them attract local and regional media attention.

My second announcement is that the ICF Foundation is now in its final stages of organization. We've filed the official papers, and it should be up and running by the middle of this year. The foundation has three major purposes:

- To fund and support research and studies on a variety of topics and issues related to the coaching profession.
- To support pro-bono professional coaching services to individuals who cannot afford to pay for them.
- To provide educational assistance to those pursuing a career in coaching, and grants to those working on expanding the profession's body of knowledge.

Both the public relations campaign and the ICF Foundation represent our commitment to expanding the knowledge and understanding of the power of coaching around the world.

To your continued coaching success,
Daniel Martinage, CAE
ICF Executive Director
executivedirector@coachfederation.org

..... Message From CW Sponsor



Ethics Essentials

Twelve New Conduct Standards Added to ICF Code of Ethics

What should an ICF coach do if a client threatens to harm himself or another person? Is it acceptable for

an ICF member to become sexually involved with a client? When is it appropriate for a coach to barter with a client?

These questions about coaching conduct are now addressed in the ICF Code of Ethics, a new version of which was adopted by the Board of Directors in January.

The revised Ethics Code was drawn up by the Ethics and Standards Committee. The code is now more comprehensive and specific, offering ICF coaches greater guidance in their professional conduct. The committee added 12 new Standards of Ethical Conduct, and clarified or otherwise modified several of the old ones.

Among the new issues addressed are the ethical responsibilities of a coach trainer or supervisor; conducting and reporting professional research; and a client's right to terminate a relationship. One new standard forbids members from becoming sexually involved with clients. Another requires members to "take all reasonable steps to notify the appropriate authorities in the event a client discloses an intention to endanger self or others." A third states members may barter "for services, goods or other non-monetary remuneration" only "when it will not impair the coaching relationship."

In announcing the updated code, Ethics and Standards Committee Co-Chairs **David Matthew Prior, MCC**, and **Drazia Rubenstein, PCC**, explained why the revisions were necessary. "As the profession of coaching has matured, ICF members have been calling for higher ethical standards for coaches," they wrote. "Based on inquiries and concerns raised by ICF members, it became apparent that many circumstances were not addressed in the old code."

The Code of Ethics was first formulated in the mid-'90s to promote professional and ethical coaching practices, and to raise the awareness of the public about the integrity, commitment and ethical conduct of ICF member and credentialed coaches. Members pledge to abide by the code when they join the organization.

Reports of alleged code breaches are reviewed by the Ethics and Standards Committee. If the committee determines a breach may have occurred, it submits its findings to the ICF Independent Review Board (IRB), a body of highly experienced credentialed coaches. After an investigation and hearing, the IRB determines if, in fact, a breach has occurred; if it has, the IRB recommends remedies or sanctions. A verified breach can result in the loss of an individual's ICF membership and/or credential.

In working on the revisions, the committee examined codes from a number of similar professions. The extensive review, led by committee members **Karen Colby Weiner** and **Sue McMahon**, took six months and involved all 19 committee members, an international group representing various coach training programs and professional backgrounds, including law, therapy, mediation, accounting, business and academia.

The ICF Code of Ethics contains four parts: the Philosophy of Coaching; the Definition of Coaching; the Standards of Ethical Conduct; and the Pledge of Ethics. [Click here](#) to see the newly revised Standards section. To view the entire code online, go to <http://www.coachfederation.org/eweb/DynamicPage.aspx?Site=ICF&WebKey=a38bdb84-be92-4660-9431-48ec1ffa5fc9>.

The Ethics and Standards Committee invites your comments. Please send them to Co-Chairs **David Matthew Prior, MCC**, david@getacoach.com, and **Drazia Rubenstein, PCC**, drazia35@bellsouth.net.

Conference Communiqué

Fanning the Flames: Plans for ICF's 2005 Conference Are Heating Up

Presentation RFP Deadlines:

March 28 inside U.S.; April 4 outside U.S.

Do you love to get fired up? Then you won't want to miss this year's ICF International Conference!

The theme of the 2005 Conference is "Be Inspired. Light the Fire," while its logo features a hand holding a lighted torch aloft. Planners say the fire imagery represents the inspiration, excitement and enthusiasm that will radiate among participants, both during and after the event.

"The 'lighting the fire' title and the torch symbolize that we want the conference to be about coaches feeling inspired, then carrying that inspiration back into their lives," said Conference Committee Chair **Tracy Leighton, PCC**. "The fire also signifies a beacon for the global, multi-cultural unity of all coaches striving for a high level of success. This fits well into where we are going as an organization, committed to being the world's gold standard for the coaching profession."

The 10th Annual Conference will be held in San Jose, California, from Thursday, Nov. 10, through Saturday, Nov. 12. The ICF Pre-Conference will be Tuesday evening, Nov. 8, and Wednesday, Nov. 9.

The Conference Program Committee is currently requesting proposals to present workshops at the conference. ICF members, credentialed coaches and experts in other professions are invited to apply for this unique opportunity to share their competence, experience and techniques with an international coaching audience.

Potential presenters must follow the guidelines outlined in the RFP posted on the ICF website, at www.coachfederation.org/conference/sanjose05/rfp.asp. To be considered, presentation proposals mailed from within the U.S. must be postmarked no later than March 28, 2005. Those coming from outside the U.S. should be sent via a delivery service that provides a tracking number, and that will guarantee delivery by April 4, 2005.

The conference will be in downtown San Jose, in the San Jose McEnery Convention Center. The third largest city in the state and the 11th largest in the U.S., San Jose is known for its cultural diversity, entrepreneurial success and innovative atmosphere. It's in the heart of Silicon Valley, about an hour south of downtown San Francisco and an hour and a half north of Monterey.

"This will be a landmark event," said Tracy. "As the 10th anniversary conference, we expect it to be the biggest and most exciting one yet. San Jose's location, character and comfortable winter climate all make it a great destination for us. Our team is thrilled to offer an incomparable experience in coaching conferences."

Registration will open this spring. Watch for information on this and other topics, including news on keynote speakers and breakout sessions, in the Coaching World, on the ICF website and in special conference emails.



Frontiers in Research

Researchers Invited to Submit Papers

Submission Deadline: April 15

The Planning Committee of the ICF 2005 Research Symposium has invited the submission of research papers for presentation at the symposium. To be considered, submissions must be original and unpublished, and must be received by Friday, April 15, 2005.

This year's symposium will be held during the ICF Pre-Conference on Wednesday, Nov. 9, in San Jose, California. Its theme is "Coaching Research: Building Dialogue."

The symposium is an annual, leading-edge opportunity for researchers, academicians, coach

practitioners, and those involved in coach training and education to interact with each other and to learn about the latest findings in the field. Papers presented at the symposium will be published in the event's proceedings. To view the request for proposal guidelines, [click here](#). If you have any questions, contact **Francine Campone** at fcampone@rushmore.com.

ICF Regional Conferences

More Than 70 Presenters Coming to Norway for European Conference

More than 70 people from around the world will be giving presentations at the ICF European Coaching Conference 2005 (ECC), to be held in historic Tønsberg, Norway, Thursday, May 19, through Saturday, May 21.

Hosted by the Nordic Coach Federation under the theme "Discover and Explore Coaching," this year's ECC will feature five plenary sessions, more than 50 breakout sessions and several renowned keynoters, including *The Inner Game* author and coach **Tim Gallwey**.

Conference planners are urging those who have already registered or who plan to register to sign up for the newly established Conference Raffle. Registrants will receive a raffle ticket for each additional conferee they recruit. The raffle closes April 15, and the drawing will be held at the conference; first prize is a laptop computer. Planners are also calling for coaches to suggest books, CDs, DVDs, tapes and similar items for the Conference Bookstore.

Both the raffle sign-up and the bookstore form are on the ECC website, <http://www.icf-ecc.org/>. The site is chock-full of other exciting conference information, including details on the educational, exhibitor and sponsorship programs. Check it out, and, if you haven't already done so, register today!



Online Registration Opens For Australasia Conference

Online Registration is now open for the ICF Australasia Third Regional Conference, set for Thursday and Friday, Sept. 29-30, 2005, in Brisbane, Australia.

Special early-bird rates of \$488 (AUD) for ICF members and \$688 for non-members are available until April 30. After that date, registrants will be charged the full fee – \$675 for members and \$875 for non-members. Those paying the full fee may elect to pay it over several months under a payment plan. To register today, [click here](#).

The theme of this year's event is "Professional Coaching – From the Inside Out." In two days of deep professional development, conferees will explore the pillars of coaching professionalism, what a professional coach should be and do, and many other issues. Keynoters will include **Patrick Williams, MCC**, author and head of the Institute for Life Coach Training.

The Australasia Conference will be on the beautiful Gardens Point Campus of Queensland University of Technology, on the Brisbane River. If you're considering attending, please register your interest now at www.icfaustralasia.com/EOI.html, so planners can keep you updated.

Chapter News

Toronto, New Jersey Chapters Turn

Coaching Week Into Whole Month

At least two ICF chapters expanded this year's International Coaching Week (Feb. 6-12) into a full month of promotion and public programs.

The **ICF-Greater Toronto Area Chapter (ICF-GTA)** designated February as International Coaching Awareness Month (ICAM). Chapter members held more than 15 seminars, workshops and other events designed to increase the awareness of coaching in the greater Toronto area, which has a population of about 5.5 million.

The chapter and its participating coaches entered an agreement to support an extensive and innovative marketing campaign; this shared financial stake encouraged the full commitment of all participants. As part of the campaign, the chapter established affiliate relationships with other organizations. It also set up an [ICAM website](#), where it ran information on the month's programs, participating coaches and the coaching profession, and where members of the public could register for ICAM events.

The chapter also partnered with two large Canadian retail chains – Chapters/Indigo Bookstores and Timothy's World Coffee – to hold coaching "meet and greet" events in their locations. Both of these companies distributed ICAM promotional bookmarks and event schedules to their employees and clients.

Wrapping up the month was the PRISM Award Showcase, where award winners told of the positive impact coaching had had on their organizations. The ICF-GTA Chapter created the PRISM Award for Organizational Coaching Excellence to celebrate organizations that have experienced bottom-line benefits and other positive impacts through coaching. The award also acknowledges the coaches who contributed to the organizations' success.

"The sharing by those who are 'walking the talk' and the quality of the events presented by our coaches throughout the month contributed significantly to raising the professional status and awareness of coaching throughout the area," said ICAM Chair **Patricia A. Muir** (<http://www.grandexped.com/>). "Our profession continues to receive great exposure in the press since we launched this special month."

On Feb. 18, the Toronto Star, the largest metropolitan daily newspaper in Canada, started an in-depth series called "Get A Life!" that focuses on the benefits of coaching. The Star matched four ICF-GTA coaches with four clients, and is covering the coaching process in weekly articles over nine weeks.

Another ICF chapter, the **New Jersey Professional Coaches Association (NJPCA)**, also spent an entire month shining a spotlight on the coaching profession.

Chapter President **Frank Ciecierski** designated February as "Coach Month" so members would have time to host 50 seminars, workshops and other public events throughout the state and on the telephone. Carrying the theme "Spring Into Action NOW!," the month had a four-fold purpose: to increase awareness and provide positive environments for people to experience coaching firsthand; to increase the number of individuals and businesses that engage coaches; to increase NJPCA membership; and to grow members' coaching businesses.

Last December, the chapter's Marketing/PR Committee co-chairs, **Verena Aibel** and **Lynne Martin**, wrote a "top 10" list of reasons for members to get involved, and hosted weekly Coach Month Ideas Hotline calls on an ICF bridge line. "These calls worked out great because they helped create excitement, and gave our members a chance to check in and learn from other coaches, and to actually pair up and start planning events," reported Verena (<http://www.therainbowdance.com/>).

Chapter Webmaster **Linda Hanan** created and regularly updated a special Coach Month page on the [chapter's website](#). Many members used the NJPCA [Coach Week Event-Planning Toolkit for Coaches](#), developed by the chapter in previous years, to help them plan, publicize and put on their events.

"Members are so excited about the many outcomes created by hosting these events that we intend to continue posting member-hosted events on our website year-round," Verena said. "We're getting the

word out about the benefits of coaching, and people are getting to experience our work personally. It's a win-win all around!"

Has your chapter done something interesting that you'd like to share with members of other chapters? Is it planning a special event designed to attract a wider audience? Please read our submission guidelines and send an article to the ICF Chapter News section of the CW. To obtain the guidelines, send a blank email to <http://www.njcoaches.org/coachweek-events.html>. (Note that this section does not run announcements of regular meetings of existing chapters.)

Technical Talk

Firefox: A Better Internet Browser



Browsing the Internet has belonged to Microsoft's Internet Explorer (IE) ever since it won the browser wars and buried Netscape's Navigator four years ago. Unfortunately, Microsoft's victory has been a hollow one for users, as the software giant stopped adding new features to IE, and instead focused on its operating system and software products.

Into this void of innovation steps [Mozilla Firefox](#), the fresh Internet browser that packs security protections and other welcome features into a surprisingly mature product. An open-source product developed by Mozilla Foundation, the inheritor of the Netscape code base after America Online purchased the Netscape brand, Firefox is smart, intuitive, fast and very user-friendly, and offers many advanced functions for those who want to customize their surfing environment.

Installation of Firefox is quick, painless and free. After installation, bookmarks and web settings are imported to the browser without issue. In my experience, Firefox offers the easiest privacy settings of any browser on the market, and allows users full control of the contents of their browsing history, saved passwords, cookies and cache files.

But the biggest reason, in my opinion, to consider moving to Firefox is security. While Microsoft has made some security improvements in the Service Pack 2 for Windows XP, IE continues to be filled with security gaps, allowing for unwanted intrusions by virus and spyware writers. Firefox is simply more secure structurally. First, it does not support VBScript and Active X controls, which are often the source of attacks and vulnerabilities within IE. Second, when visiting a secure site, Firefox highlights the address bar's URL in yellow and shows the Lock icon so users can be assured that the site is legitimate. This makes phishing scams, involving bogus websites set up specifically to steal credit-card information and passwords, easier to detect and prevent.

The magazine PC World recently named Firefox the "Best Bet" of all browsers. I suggest you download it and see what the excitement is all about. Once you try it, you may wonder why anyone uses any other web browser.

Kyle Burford
Director, Web Operations
website@coachfederation.org

CRS Nugget

From Jeanne Bongo
CRS Administrator

I received a wonderful testimonial about the ICF's Coach Referral Service from CRS member Eve Lennen recently. "I check in [at the CRS site] at least twice a week – sometimes every day," Eve wrote.

"About 75% of my clients have come from ICF referrals – it is the single most useful tool I have for building my practice!"

If you have any questions about the CRS, including how it works and how to optimize your profile page, please join one of my monthly CRS information calls. Check the [ICF Calendar](#) on the website for dates, times and the bridge number.

Media Watch

Outlet: Fast Company

Date: February 2005

Articles: "Are You Being Coached?" and a sidebar, "Coaching School Dropout," both by Ryan Underwood

Featuring: Steve Mitten, MCC, and the ICF

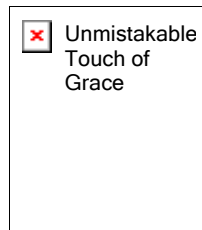
Subject: The main article covers the growth of the coaching profession and how coaching can work, from the point of view of several coachees. The sidebar recounts the author's experience attending two days of a five-day coaching seminar.

Internet links: www.fastcompany.com/magazine/91/open_playbook.html

www.fastcompany.com/magazine/91/guinea-pig.html

www.fastcompany.com/magazine/91/guinea-pig.html

Member News



Book: *The Unmistakable Touch of Grace*

Author: Cheryl Richardson, MCC, of New England (<http://www.cherylrichardson.com/>)

Publisher: Free Press, February 2005

Description: In her most personal work yet, this New York Times bestselling author shows readers how to identify and embrace the transformative power of grace in their lives. Interweaving her own story of awakening to grace, she shows how grace leads us to the exact events, experiences and people we need at the right times in our lives.

In the Media Watch section, ICF members may list recent articles and programs featuring them and/or the coaching profession. In the Member News section, ICF members may announce recently published books, keynote speeches at major events, and significant non-commercial honors.

All submissions to these sections must follow the CW Submission Guidelines. To obtain a copy of the guidelines, send a blank email to cwguidelines@coachfederation.org. PLEASE NOTE: Each member may submit up to three notices per year to each of these two sections.

Virtual Community

Region 1

Topic: "Guerrilla Wealth: The Tactical Secrets of the Wealthy"

Description: If you're still not where you want to be financially, you'll want to join Loral Langemeier of Live Out Loud, Inc., for this class. Her program, Guerrilla Wealth, reduces the confusing and sometimes overwhelming task of creating a strong financial base and passive income to small and simple steps. Loral's website is <http://www.liveoutloud.com/>.

Date: Monday, March 14

Time: 6:30-8 p.m. U.S. Eastern Time

Bridge Line: ICF members, see the [ICF Calendar](#). Non-members, send an email to icfvcprogram1@coachfederation.org.

Region 2

Topic: "The Power of Your Voice in Your Coaching Practice"

Description: Sandra McKnight of Voice Power Studies will be our presenter.

Date: Thursday, March 17

Time: 11:30 a.m.-1 p.m. U.S. Pacific Time (2:30-4 p.m. U.S. Eastern Time)

Bridge Line: ICF members, see the [ICF Calendar](#). Non-members, send an email to icfvcprogram2@coachfederation.org.

Coaching World Information

To see the current issue online:

www.coachfederation.org/newsletter/currentissue.htm

To see back issues in the CW Archive:

www.coachfederation.org/newsletter/index.html

To become a CW sponsor:

Send an email to

coachingworld@coachfederation.org,
with "CW Sponsorship"
in the subject.

ARTICLE SUBMISSION

DEADLINE:

Third Friday of the month for
the following month's issue.

To submit an article for
the editors' consideration:

- Read and follow the CW Submission Guidelines.
- To get a copy of the guidelines, send a blank email to cwguidelines@coachfederation.org. (You may have to type an "x" in the email subject line.)
- Write your submission in the body of an email, NOT in an attachment. Include your ICF membership number and other information required in the guidelines.

- Type "CW" or "Coaching World" in the email subject line.
(To ensure that we see your email, its subject MUST be properly labeled.)
- Email your submission to coachingworld@coachfederation.org.

The CW welcomes your suggestions and story ideas. To contact the editor, send an email to coachingworld@coachfederation.org, with "CW" or "Coaching World" in the email subject.

Coaching World Editor:
Beth Barry
President, The Writing Spring LLC

ICF Board Liaison
To the Coaching World:
Ginger Cockerham, MCC

ICF Hot Links

Find a Coach
www.coachfederation.org/aboutcoaching/findacoach.htm

ICF Calendar of Events
www.coach-federation.org/calendar/event.cfm
(Log in with member ID to see bridge numbers.)

ICF Online Shop
<https://www196.sslsdomain.com/coach-federation/ssl/shopicf/products.asp>

ICF Mission and Purpose
www.coachfederation.org/abouticf/bylaws.htm#2

ICF Philosophy and Definition of Coaching
www.coachfederation.org/abouticf/standards.htm

Credentialing Information
www.coachfederation.org/credentialing/index.htm

How to Become a Member
www.coachfederation.org/register/index.htm

How to Renew Membership
(members only)
<http://www.coach-federation.org/register/renewingmemberoption.asp>

Member Benefits

[www.coachfederation.org/
register/benefits.htm](http://www.coachfederation.org/register/benefits.htm)

Committee Information

[www.coachfederation.org/
abouticf/committees.htm](http://www.coachfederation.org/abouticf/committees.htm)

Board of Directors

[www.coachfederation.org/
abouticf/bod.htm](http://www.coachfederation.org/abouticf/bod.htm)

Bylaws

[www.coachfederation.org/
abouticf/bylaws.htm](http://www.coachfederation.org/abouticf/bylaws.htm)

Find a Chapter

<http://www.coach-federation.org/abouticf/chapters.cfm>

Find a Member

(members only)

[www.coachfederation.org/
members/index.cfm](http://www.coachfederation.org/members/index.cfm)

Practice-Building Resources

(members only)

[www.coachfederation.org/
members/practicebuilding/practice-building.cfm](http://www.coachfederation.org/members/practicebuilding/practice-building.cfm)

Coaching Resources

at Amazon.com

[www.coachfederation.org/
abouticf/resources.htm](http://www.coachfederation.org/abouticf/resources.htm)

Research and Development

[www.coachfederation.org/
coaching_research/index.asp](http://www.coachfederation.org/coaching_research/index.asp)

Regulatory Site

[www.coachfederation.org/
regulatory/main.asp](http://www.coachfederation.org/regulatory/main.asp)

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U.S. HEALTH-CARE PROGRAM

The following voluntary benefit plans are available to ICF members, their families and their employees in all 50 states of the U.S.:

- Health Plan PPO
- Select Dental Plan PPO
- Vision Plan PPO
- Simplified Issue \$250K Term Life Insurance
- Discounted Long-Term Care Insurance for entire extended family
- Conditionally Guaranteed Issue Universal Life up to \$100K
- Discounted Simplified Issue Long-Term Disability, Business Overhead & Disability Buy-Out Insurance
- Guaranteed Issue Short-Term Accident Income & Accidental Death and Dismemberment
- International Travel Accident & Travel Medical Insurance

- Prescription Drug Plan

For information, go to <http://www.annuitymanagers.com/> and click on the ICF Member button.

ICF INFORMATION

To become a member of the ICF, complete the online application form at <http://www.coachfederation.org/>.

You can also phone, fax or mail your application to:

International Coach Federation
1444 I Street, NW
Suite 700
Washington, D.C. 2000-506542
USA
Phone: 1-888-423-3131
Fax: 1-888-329-2423
Email: icfoffice@coachfederation.org
Website: <http://www.coachfederation.org/>

To request a membership application, send an email to icfoffice@coachfederation.org.
The membership fee is \$195 per year; a listing in the Coach Referral Service is \$150 per year.

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