

Introducing the Prism Award

by Arty Coppes

The ICF Metro DC Chapter is entering an exciting time with its introduction of the Prism Award. The award will be presented during coaching week 2009. Qualified executive and business coaches are invited to submit a nomination. Look at the organizations in which you have coached—profit, non-profit and government; located in the greater DC area. Assess how coaching affected the organization. The Prism Award presents a great opportunity to highlight the organization in which you coach.

The Prism Award salutes the organization that has made the most of its opportunities to benefit from coaching initiatives. The award recognizes an organization that has supported coaching and has acknowledged its impact on employees' ability to

accomplish significant business results.

By acknowledging both the organization (Prism Award) and the coach(es) (a plaque) who contributed to its success, the Prism Award raises the profile and the value of coaching within



the business community. The award is one of the many ways the ICF Metro DC Chapter demonstrates its strong commitment for the highest standards and ethics in coaching.

Nomination forms are posted on the chapter's website and on Big Tent.

Nomination Criteria for Businesses and Organizations

Organizations must—

- ◆ Use coaching for leadership development
- ◆ Champion coaching actively within the organization
- ◆ Demonstrate benefits from coaching
- ◆ Include senior management among those being coached

Nomination Eligibility

- ◆ The organization must be nominated by a coach who is an active member in good standing of the ICF

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Learning Going Green in 2nd Year of Publication

Marking the beginning of *Learning's* second year of publication are two new elements:

Green Program

Being mindful about the environment, we will be distributing future issues of *Learning* online only. This issue is the last one that is being delivered via snail mail.

You will learn about availability of future issues (February, May, November) in the following ways:

- ◆ E-mail message from Big Tent with link to a pdf version of *Learning* on the Big Tent Web site
- ◆ Announcement on the chapter Web site's homepage with a link to a pdf version of *Learning* on the Web site

Sponsorship Program

To reflect the chapter's continued growth and opportunities for participation, we have adopted a new policy to support *Learning*.

\$1,000 – Ph.D. Sponsor

- ◆ Full-page ad in issue sponsoring
- ◆ Attendance to Chapter Conference in June of sponsored calendar year for one person

- ◆ Attendance at two chapter dinner meetings for two people (being recognized at each as a *Learning* sponsor) within one year from sponsorship

\$500 – Master's Sponsor

- ◆ Half-page ad in issue sponsoring
- ◆ Attendance at one chapter dinner for two people (being recognized as a *Learning* sponsor) within one year from sponsorship

\$250 – Bachelor's Sponsor

- ◆ Quarter-page ad in issue sponsoring

For more information on sponsorships, please e-mail communications@icfmetrodc.com

Errata

The coaching principles Jodi Sleep-Triplett's review of Coach Randy's workshop "Empowering our Future: Coaching Youth & Teens" referenced were incorrect. They are called The Five Core Principles, are part of The LEAP Program and are trademarks and copyrights owned by Your Personal Coach, LLC. The principles may not be reproduced or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of Your Personal Coach, LLC, Randy Nathan, MSW, PCC, 973.736.6558 www.yppcoach.com

The Metro DC Chapter of the International Coach Federation provides the nation's capital with a local forum for the art and science of coaching where we inspire transformational conversations, advocate excellence, and expand awareness of the contribution that coaching is to the future of humankind. It is also our mission to be the voice of the greater Washington DC area coaching community to the international organization, supporting them in meeting the needs of all members and the coaching profession.

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Learning Resources

Coaching Excellence in Organizations (CEO)

by Don Peterson

What do we care about? What do we REALLY care about?

The latter may be the single most important question many organizations (and many individuals) never ask themselves. Exploring that question within organizations provides a significant opportunity for coaches who want to work with leaders and teams.

Robert (Bob) Dunham, founder of the Institute for Generative Leadership, and his colleagues at The Newfield Network developed a new coaching certification program, called “Coaching Excellence in Organizations,” that integrates the distinctions of ontological coaching with real-world leadership experience, the tenets of promise-based management and a rigorous structure based on the question “What do we care about?”

So, why is it important for organizations to define the “shared cares” of the organization? Without a foundation of shared cares, leaders are much less likely to successfully build and maintain an environment in which all employees productively engage in the types of *conversations* that are necessary to produce commitments (*promises*) to take the actions necessary to achieve the organization’s

desired results. Bob calls this process the “Anatomy of Action.”

As Bob says, “When we are connected to our care, when our commitments and actions are connected and coherent with our care, we find our actions and lives meaningful, producing energy and passion, and enabling high levels of commitment and performance.” In other words, our ability to produce the results we desire is significantly increased if we can link them to what we care about. A person with diabetes is more likely to exercise and eat right if she cares about living a long healthy life than if the doctor told her to do it. By the same token, an organization is better able to achieve its mission if the employees personally care about the impact of their work than if they simply want a paycheck.

Having a common set of shared cares is critical to achieving success. Without taking the appropriate actions nothing gets done. If, as Julio Olalla says, emotions are pre-dispositions to action, then conversations are pre-dispositions to emotions. Thus, one of the primary roles of leadership is to manage, through the use of productive conversations, the moods and emotions of the organization. Moods like ambition, respect, accountability, trust, confidence and gratitude produce success. The opposite moods create

conflict, suspicion, internal competition, hidden agendas, and, most importantly, broken promises. Successful leaders are aware of the moods of the organization and develop the skills to hold and lead the types of conversations that shift unproductive moods and build and maintain those moods that spur achievement.

Bob has written, “Our extraordinary claim, which is grounded in experience in the world, is that all the results of an organization—or an individual—positive or negative, are the result of the conversations they have, don’t have, or how well they have them.” By noticing the missing but necessary conversations, and then helping leaders develop the skills to have these conversations, coaches significantly increase the value of their offer. Missing conversations in organizations often are around:

- ◆ Coordinating action
- ◆ Articulating concerns
- ◆ Establishing clear conditions of satisfaction
- ◆ Establishing and maintaining accountability
- ◆ Building and restoring trust
- ◆ Grounding assessments of capacity
- ◆ Declaring breakdowns
- ◆ Listening for understanding

CEO introduces to coaches a powerful recurrent practice called the Team Managing Action Practice (TMAP). The Team

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(Prism Award, continued from page 1)

Metro DC Chapter who is ICF certified and has graduated from an ICF-accredited school or is currently in coach training with an ICF-accredited coaching school (listed on the ICF website: <http://www.coachfederation.org>).

- ◆ The organization must be located within the Greater Washington DC area. The coach may be located outside the area, but *must have designated ICF Metro DC as their "home" chapter.*
- ◆ A considerable portion of the coaching must have taken place during the year prior to the award, though the initiative may have begun earlier. Thus, if the award is presented in 2009, a considerable portion of the coaching must have been in 2008.
- ◆ A representative of the nominated organization must be willing to be interviewed by members of the Selection Committee by telephone about the coaching initiative.
- ◆ Organizations awarded the Prism Award must skip a year before being eligible for nomination again. Finalists can be nominated again without a waiting period.
- ◆ Coaches whose nominees have received the Prism Award may nominate either

the same organization after the one-year waiting period, or any other organization with whom they are associated without a waiting period.

- ◆ Coaches may nominate more than one organization.

The independent jury consists of three to five members.

Please direct any questions to arty@aeoluscoaching.com or 703.589.3608.

Chapter Outreach Program Sells Out

As part of the Chapter's Community Outreach efforts, a coaching awareness program was held at the American Society of Association Executive's (ASAE) offices October 1. **Daniel Martinage** facilitated the two-hour program that featured a panel of seasoned coaches, including **Parker Anderson**, **Jon Hockman** and **Marshall Brown**. More than 65 association executives attended.

The highly interactive program on various coaching niches included a coaching demonstration.

This was the first such program that ICF Metro DC and ASAE co-sponsored. Both organizations will be seeking ways to work together in the future.

Inspirations

Submitted by *Bruce Woods*

Exposing an inner dimension that we have hidden away for a lifetime doesn't have to be destructive. If we want to face our fear that our relationship with the people we love would be ruined by full disclosure of our feelings, we may have to reveal how much we sometimes hate them.

That doesn't imply that we want to act out our hate by attacking them physically or verbally, or even by threatening to do so. It's a very different experience for both people when we bracket our awful feelings within the context of our continued caring.

Even after a really awful argument, it's possible to say softly, "I hate how much I hate you at times like these. Because you mean so much to me, I'm scared that now that you know how I feel, you won't ever want to have anything more to do with me."

Instead of one of us having to lose, amazingly we both can win. It's astonishing how two who love each other can hear the caring intended in each other's awful confessions. It's even more astonishing when we can listen and love without trying to change the other.

Real intimacy [authenticity] requires exposing some awful feelings.

—Sheldon Kopp
Blues Ain't Nothing But a Good Soul Feeling Bad

Book Review

On Becoming a Leadership Coach: A Holistic Approach to Coaching Excellence

edited by Christine Wahl, Clarice Scriber, and Beth Bloomfield. Palgrave Macmillan, 2008

Review by *Judith Westbrook*

Reviewer's Note: This is a review to inform readers of the content and how it might be used in coaching. This is not a book critique.

This book is a collection from the distinguished faculty and colleagues of the Georgetown University Leadership Coaching Certificate Program. The book shares the Georgetown program teachings and more, as I remember it as a Cohort 6 graduate (2004). Thank you to the Georgetown University Leadership Coaching Certificate Faculty and Colleagues for sharing their wisdom and tools for coaching. The collection is a rich read and a valuable resource. The generosity of the authors continues beyond the pages: all proceeds from book sales go to charity.

The 23 chapters, or essays, are organized into three parts: Being, Doing, Using.

Part I—Being focuses on preparing to coach, creating a sacred space, understanding influences to coaching philosophies, and continuing development as a coach.

"*On Becoming a Leadership Coach*," *Neil Stroul and Christine M. Wahl*, reminds us that coaches "...need to develop their own voice, rigor, and conception of coaching, by

blending what they learn from the experts in the field through training and experience with their own way of applying what they learn."

"*Sacred Space: Where Possibilities Abound and Change Is Engendered*," *Julie K. Shows and Clarice L. Scriber*, discusses qualities that embody a sacred space: ability to connect, trust, presence, self-awareness and wisdom. Offered are ways for coaches to get in shape, a list of practices and the most popular practices selected by interviewed coaches: praying, walking, reading poetry or inspirational writings, journaling and stopping.

"*Eastern Influence on Coaching*," *Randy Chittum*, distinguishes between being and doing. Eastern thought takes the position that we are more than our actions, more than what we do – a reflection of who we are being. Other Eastern influences are connection and wholeness, attachments, lightness, journey, simplicity, and mindfulness.

"*Continued Development: Self-Authorship and Self-Mastery*," *Frank Ball*" discusses the work of Robert Kegan, looking at the three stages of Kegan's model: Other-dependent, self-authoring, and self-aware, and the recurring shifts in the Locus of Power.

Part II—Doing introduces us to what coaches "do." These chapters support the coach by offering suggestions for continued development and methods for helping clients, leaders, educators, and managers find greater fulfillment in life and work.

"*In the Spirit of Coaching*," *Sheila Haji*, offers suggestions for supporting clients in expressing and reflecting on manifestation of consciousness, intention, and connection. She offers practical suggestions for working with clients in these three domains.

"*G.R.A.C.E. at Work – Strong Relationships for Powerful Results*," *Eric de Nijs*, is about the behavior of relationships. Developing relationships is the single-most critical success element for any leadership or coaching model. The author offers 70 questions that challenge coaches to monitor and

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(Learning Resources,
continued from page 3)

Managing Action Practice is the set of conversations in which the team takes action to negotiate its promises, build its plans, fulfill its promises and thus satisfy the team's customers and the team leader. The TMAP is typically based on an already-established plan (e.g., strategic, marketing, project) which, in and of itself, constitutes a set of team promises.

The practice is based on the following tenets:

- ◆ Action arises from commitment
- ◆ Commitments (promises) occur in conversation
- ◆ A project is a promise
- ◆ Teams are constituted by shared commitments and the practices of coordination to fulfill them

As the TMAP unfolds, the team leader provides his or her assessment of the status of the team's promises, the team declares anticipated or existing breakdowns ("red flags"), team members make promises to take action and implement recovery plans, the team reassesses promises against current capacity and determines the need to re-negotiate promises and make new promises based on new or changing requests. The practice requires focused follow up and communication.

CEO provides coaches with a significant opportunity to increase their value to their organizational clients. As a result of

introducing these distinctions, helping to develop the requisite skills and continuing to listen for breakdowns, concerns and blindness, coaches help organizations take care of what they care about.

For more information of the next offering of "Coaching Excellence in Organizations," log on to the website: <http://www.newfieldnetwork.com/New/CoachTraining/CoachingExcellenceinOrganizationsindex.cfm>

Learning Goings On

Coaches interested in exploring coaching's role in working with leaders on issues of sustainability have the opportunity to do so at a 3-day **Leadership, Stewardship & Sustainability** workshop that **Lloyd Raines**, MCC, Principal of Integral Focus, and founding faculty member of Georgetown University's Leadership Coaching Program, is facilitating. At its heart coaching has always been about connecting the dots of wholeness – and wholeness is fundamental to sustainability.

Leaders are levers for change. Everyone is a lever for change.

The December 3-5, 2008, workshop, limited to 15 participants, explores the richness and practicality of

stewardship as a *mental model* at the core of coaching – for the leader, organization and coach.

Through a mix of experiential learning, practical applications, assessments, role playing, film, modeling, brainstorming, small group brainstorming and large group debriefs, participants will—

- ◆ Explore the flow of connections between the leader's (and coach's) interior world and behaviors *within* the broader culture and prevailing systems (i.e., socio-economic, political, ecological).
- ◆ Strengthen our capacities for global awareness and listening, inquiry, provocation, intuition and powerful questioning in service to the flourishing of the leader's stewardship of vital resources.
- ◆ Co-create innovations in coaching that help cultivate in leaders a fully holistic *life cycle perspective* as they develop stewardship capacities and a sustainability focus.

Cost: \$1295 (including meals, handouts, notebooks and articles) – half due two weeks prior to first day of workshop; balance due on first day.

This class is forming NOW!
Contact Lloyd 301.933.8280 or Lloyd@integral-focus.com for more information and to reserve your space.

INTEGRAL FOCUS

www.integral-focus.com

Takeaways

The Tao of Everest: The Gentle Art of Personal Inspiration and Practical Leadership—September 22

by Isabel Einzig-Wein, CLC

Ian Woodall presented “The Tao of Everest” in a narrative, humorous, mysterious, on-the-edge-of-your-seat, tone capturing the audience’s attention. Each new sentence, gave visuals of Ian’s triumphs and tragedies faced as he, with the help of his mountain climbing team, set out to be one of only a few mountaineers to reach the summit of Mount Everest, the highest mountain in the world, from both its north and south sides.

Ian’s presentation style created awareness of the difficulties one faces as he or she sets out to achieve a goal with unknown adversities waiting for practical leadership decision making. Ian defined practical leadership as that necessary at the moment even if one may not be the best person for the job; one might be the only person, so one must act. Ian stated that one must concentrate on what one can do and not become overwhelmed. He quoted Ibsen, “Life is about risk. The more we are alive, the more we are at risk.”

His entertaining metaphors were interspersed throughout his talk. “Sometimes in life you are travelling along a road and all of a sudden something gets in the way and can change your life.” Along with meta-

phors, Ian subtly introduced us to criteria associated with leadership qualities. He related his use of passion and emotion, characteristics of emotional intelligence. He inspired his climbers, thus carrying forth his inspirational words to the audience. During trying times, he “invested in my own integrity, and did what I thought was right.” “Practical leadership teaches us to invest in our own integrity. Integrity is what we do when nobody is watching.” Referring to the Competency Cycle, Ian said, “Know you know nothing; make a plan to get to your goal; now work toward your goal so you will know something.”

Lessons learned on the mountain with its triumphs and tragedies can be used to enhance leadership problem-solving and personal development skills:

- ◆ Insights to successful leadership
- ◆ Need for integrity
- ◆ Recognition of the strengths and achievements of team members
- ◆ Importance of trust in oneself and others

And in the end Ian realized his dream. “I was immediately startled by a flash of colors. Red, green and yellow fluttering

and dancing in the breeze... Buddhist prayer flags marking the summit of Everest. I’d made it. I was at the top of the world.”

What Every Coach Should Know about Positive Psychology—

October 23

by Carol Goldsmith, PCC

Why should coaches explore and integrate Positive Psychology into their practice? Speaker Caroline Adams Miller, MAPP, ACC, shared a compelling list of reasons.

Miller is a coach and author of the forthcoming book, *Creating Your Best Life* (Barnes & Noble, 2009). She received her master’s degree in Positive Psychology (MAPP) from the University of Pennsylvania, home of Dr. Martin Seligman, who coined the term and launched the field in 2000 in a special issue of *American Psychologist*.

Positive Psychology (PP) is the study of strengths over weaknesses. “We all have a tipping point between flourishing and languishing,” she said. PP concerns itself with discovering and creating optimal conditions for flourishing among people, institutions and groups.

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(Book Review, continued from page 5)

realign their relationship building behaviors, while building those same skills with clients and leaders.

“Using Story in Coaching,” *Margaret Echols, Karen Gravenstine, and Sandy Mobley*, states that we have been telling stories to make meaning and sense of our lives since ancient times. The authors introduce SCAN, a tool for understanding who we are and ultimately for transformation to the person we can become and offer exercises to use with clients.

“Whose Story is this Anyway? Identification with Clients in Leadership Coaching,” *Dave Snapp*, talks about story from the perspective of identification. Identifying with clients’ stories is natural, and Mr. Snapp tells us to be mindful of how much of the story is your client’s v. yours. He provides the characteristics to distinguish these perspectives.

“Congratulations – You’re in Breakdown!” *Jennifer Sinek*, tells us that breakdown is what happens when outcomes we experience don’t match expectations. $\text{Discomfort} \times \text{Vision} = \text{Energy for Change}$. As our level of discomfort rises, we become more mindful of what we do. By facing this situation, we can help clients wake up to new possibilities, their choices about making their lives whole from the breakdown of the coherence in their lives – mind, body, emotions, spirit.

“The Role of Emotions in Coaching,” *Randy Chittum*, discusses

emotional intelligence – the awareness of your emotions, others and to consciously choose an emotion. Many coaches use this model to connect with their client’s state: $\text{Belief} > \text{Emotion} > \text{Behavior}$. He examines the connection between body and emotions.

“Using Somatics to Coach Leaders,” *Margaret Echols and Sandy Mobley*, discusses the role the body (somatics) plays in the client’s learning and transformation. This work helps observe when language, body and emotions are congruent and aligned and when they are not. Discussion and suggestions are offered for getting centered and for using somatics in coaching.

“Distinctions for Coaching Leaders,” *Beth Bloomfield*, talks about management v. leadership. Ms. Bloomfield suggests practices and strategies that help distinguish between power v. influence, intelligence v. curiosity, balance v. integration, stamina v. resilience, and focus v. reflection. These tools will help build distinctions for the leader who has difficulty self-managing.

Part III—Using introduces many tools that produce sustainable results.

“ALIFE: A Listening Model for Coaching,” *Christine M. Wahl and Neil Stroul*, describes a framework—Authenticity. Leadership. Intentionality. Fear/Courage. Execution—used to organize the client’s story to better calibrate how coaches listen. Using the ALIFE lens for listening may

reveal an area the leader misses. The strength of this discussion lists Powerful Reflections for each principle.

“Coaching in Organizations,” *Randy Chittum*, offers considerations for coaching leaders in organizations and addresses some of the issues related to entry or contracting. Emphasis is on being clear about who you are as a coach and your coaching offer, and, how to stay mindful of the organization and its influence on you and your client.

“Moving the Client Forward: Designing Effective Actions,” *Frank Ball and Beth Bloomfield*, addresses how coaches can maintain momentum moving forward between sessions. In discussing the “Life Cycle” of coaching the authors look at the beginning, middle and end of the life cycle and offer, designing actions such as self-observations, coaching-specific practices, inquiries and exercises that build a support structure for the client.

“Assessments for Insight, Learning and Choice in Coaching,” *Sue E. McLeod*, looks at the assessments we form v. the self-assessments our clients bring. These views can be automatic or we can create choice. The author offers insights for leaders, external assessments and their value, types of assessments such as the 360 that can be used along with interviews. Reviewing the information and data with clients is oftentimes a core conversation requiring the coach to ask the client new questions.

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(Book Review, continued from page 8)

“Coaching and Leadership as Stewards for Sustainability,”

Lloyd Raines explains that stewardship is a mental model: an orientation held toward work and life; an active application of love and care through the ways we choose to work and live. This is modeled using Self, Work, Nature, Others. We take a look at Holistic Coaching and Moral Development and Bearing Witness – holding active awareness of the current conditions of joy and sorrow, well-being and suffering, and of stakeholders.

“The Thinking Path,” Alexander Caillet, offers a framework where people’s conscious and unconscious thought processes (thinking) generate emotional/physical states (feelings) that in turn drive behaviors (actions) that produce outcomes. Repetition, education, conversation will support the client’s desired change. The four movements of Awareness (feelings), Time-out (engage in reflection), Reflection (desire result – clarity) and Choice (change through letting go, substituting, documenting, declaring) support thought changing habits in the moment.

“Executive Coaching for Leadership Development: Five Questions to Guide Your Program Design,” Sheryl D. Phillips and Frank Ball, state that executive coaching is an individual learning process that enables managers to grow as leaders and achieve greater business results. Listed in this “how to” guide are topics for upfront work, rapport

and trust building, investigating, program design, during the session, between sessions, closing.

“Coaching for Leadership Presence, Clarice L. Scriber,” We often talk about the fast-track candidates, the ones that rise quickly at lightening speed. But, are they ready? Do they have leadership presence? Oftentimes the answer is no. They are technically prepared but need to work on their “executive-ness.” Ms. Scriber discusses the qualities of leadership presence and effectiveness. She shares questions to ask clients in this situation as well as how to Coach the Leader. At the end of the day what emerges is a more present leader, one who is respected, thinks before she responds, and who honors others as well as herself.

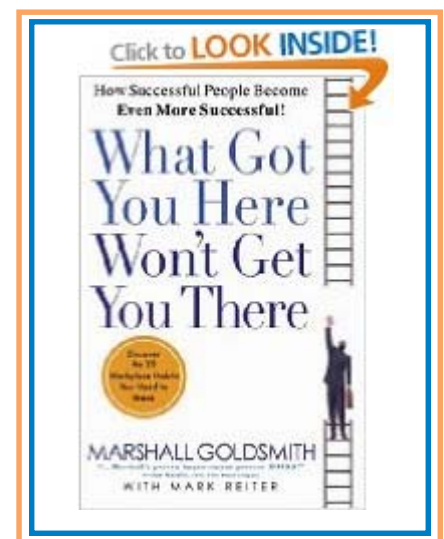
“Coaching for Leverage: Helping Clients to Manage Priorities, Time, Energy, and Resources,” Katherine Ebner, talks to us about time management, facing our limitations, and which number one priority should I do first? The coach needs to listen for external requirements; client’s history and beliefs; client’s mental, physical, emotional state; and, if the client is ready and willing to tackle a prioritization list. The Leverage Coaching Model is introduced to discuss priorities, time, energy and resources with sample questions provided for each domain. This model allows the coach to work with the client on four levels: priorities, time, energy and resources.

Three strategies focus on the calendar, energy and passion, and reducing priorities.

“Action Learning: An Approach to Team Coaching,” Jennifer Whitcomb, provides a model that describes the components of Action Learning: problem, group, questions and reflections, learning, taking action, and action learning coach. The value of the coach in the process is to be a neutral presence where the coach remains objective, where you have the opportunity to ask powerful questions to move the group forward.

“Coaching New Teams,” Patricia A. Mathews, shares stories of working with teams. She walks through the first team meeting with suggestions of what to do next. A masterful coach works with the Team Leader and the team to clarify the team goal, develop a plan of action, and overcome the barriers along the way.

Marshall Goldsmith’s 2007 best seller will be reviewed in February. 2009 [Learning](#).



(Takeaways, continued from page 7)

“Happiness precedes success,” she explained—not the other way around. *U.S. News & World Report*, in a cover story on “50 Ways to Improve Your Life,” listed getting happy as number 1.

Miller said coaches should care about PP because it—

- ◆ Strengthens Core Competencies
- ◆ Helps clients learn how to access their strengths instead of plugging weaknesses
- ◆ Is empirically based
- ◆ Aligns with the direction of coaching

Research, theories, and interventions for positive change are being explored worldwide at a rapid rate. Miller described Barbara Frederickson’s Positivity Ratio, which measures the ratio of positive to negative interactions and its effect on the people involved. At a ratio of 3:1, people are more creative, playful, and productive, less so below 3:1; the Hope Theory of C.R.

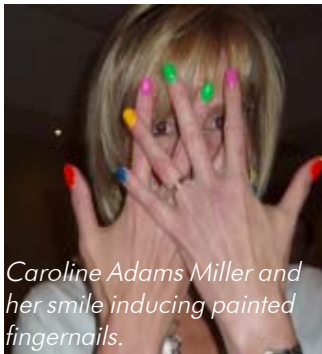
Snyder (University of Kansas), which says that hope allows people to think of more solutions by creating new pathways in the brain; the Gallup StrengthsFinder assessment described in Marcus Buckingham’s bestselling books (*Now, Discover Your Strengths* and *Go Put Your Strengths to Work*); and Setpoint Theory, described in *The How of Happi-*

ness by Sonja Lyubomirsky (University of California).

So how can coaches help clients raise their happiness level?

Miller recommends:

1. Using the StrengthsFinder assessment to identify signature strengths. then coaching the client to lead from those strengths
 2. Gratitude exercises. “Gratitude is the emotion most closely associated with happiness,” she says. (See Miller’s site, www.gratitudeclub.com.)
 3. Three Blessings Exercise. Write down three good things that happened today and why, in particular, they happened to *you*
 4. Best Possible Self Exercise. Journal for 20 minutes on three consecutive days about how well things are going. “This helps to clarify goals and conflicts.”
 5. Journaling or blogging. “Any type of writing elicits goal-directed behavior.” Blogging is especially good because of the likelihood of feedback.
 6. Exercise and meditation
 7. Watching a funny video
- Miller will offer coaches who want to learn more about Positive Psychology a one-hour teleclass Thursday afternoons. For details, contact her through www.carolinemiller.com.



Caroline Adams Miller and her smile inducing painted fingernails.

News to Me

by Renée Barnow

Making the news on September 24, 2008, was chapter member **Amy Schoen**. Amy was cited in a Washington Post front page story, “Matchmakers, Matchmakers, Making a Mint: Dating Services Give Way to Coaches, Wingmen and Profile Writers.”

One of Amy’s clients was interviewed, and he stated that through working with Amy on and off for two years he realized “that the woman of his dreams was one he was already dating.”

Congratulations to Amy and to her client on his marriage to the woman he was already dating.

News to me was a product line (Empoword) totally aligned with coaching, particular with my focus on language. I learned about the products in late August after being interviewed as a reference for my best friend who is seeking a position on a major university board of directors.

After answering questions for about 30 minutes, I was curious about the interviewer, with whom I sensed some connection and energy synchronization. Perhaps my curiosity was due to the questions about leadership as applied to my best friend. I asked the interviewer if she had a few minutes to answer some of

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(News to Me, continued from page 10)

the questions that had percolated.

And it was during those questions that I learned about the products from the developer and designer. Shortly after the conversation I began using window clings (one of the products) in training and in in-person coaching. I'm sharing the information so others can explore the products as a possibility to use in coaching.

Based in Minneapolis, Empoword products focus on a few words as integral and constant supporters for turning possibilities into realities. Based on the concept that the more people think about possibilities, the faster they become realities, Empoword places a single word and symbol on items that get seen frequently throughout the day.

Empoword words:

- ◆ Awake
- ◆ Balance
- ◆ Bliss
- ◆ Brave
- ◆ Breathe
- ◆ Focus
- ◆ Giggle
- ◆ Gratitude
- ◆ Imagine
- ◆ Love
- ◆ Real
- ◆ Strength

To learn more, visit www.thinkempoword.com.

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Length of Contribution

Length will vary according to the type of material. Please abide by the following when submitting material.

- ◆ A2Q (structured interview): 300-500 words
- ◆ Book Reviews: 500-750 words
- ◆ Feature Stories (models, methodologies, case studies): 750-1000 words
- ◆ Inspirations: 250-300 words
- ◆ Learning Goings On (list of chapter members' program offerings): Unlimited
- ◆ Learning Resources (tips, techniques, tools): Unlimited
- ◆ News to Me: 250-300 words
- ◆ Takeaways (learning at chapter, regional, national, or international ICF events or other coaching programs): 500-700 words

Editorial Slant

Learning is for coaches. Make your article useful to our readers. We want a variety of authors and to represent different points of view.

Format

Please submit text as .doc or .pdf and graphics and photographs as .jpg. For contributions in other formats, please contact the *Learning* Team (communications@icfmetrodc.com) before submitting the material.

Attributions and References

Please provide references for quoted copy, material that draws on the work of others, or is otherwise not original. For Internet sites, please include the date you last checked it.

Review Process

We will acknowledge receipt of contributions immediately upon receipt. Material will be reviewed within one week of receipt. The *Learning* Team will contact contributors whose submissions have been scheduled for publication.

Publication Dates

February, May, August, November

Upcoming Events

11 November 2008 *Leslie Williams*
Integral Coaching—Canada’s Systemic Approach to
Enabling Sustainable Change
Embassy Suites Hotel-Friendship Heights
Washington, DC

12-15 November 2008 *ICF Global Conference*
Montreal, Canada

11 December 2008 *Holiday Party*
Mei Wah Restaurant
Chevy Chase, MD

8 January 2009 *Aurora Winters*
Coaching Clients in Crisis
Teleseminar

24 February 2009 *Margie Warrell*
Where Fear Holds You Back
Chapter Dinner Meeting

17 March 2009 *Teri-E Belf*
Chapter Dinner Meeting

ICF Metro DC Chapter
3216 Rittenhouse St NW
Washington, DC 20015



Self-mailer (for this issue)