



Newsletter February 2008

www.icfaustralasia.com

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Upcoming Events:

**Executive
Coaching
Return on
Investment
(March 08)**

**The Total
Package
Coach Day
(May 08)**

Editor's Message

editor.victoria@icfaustralasia.com

Welcome to the first newsletter for 2008.

With the beginning of another New Year upon us it is most appropriate to note that most New Year's resolutions are broken within the first month mainly because no thought is given on how to achieve them.

Abraham Lincoln said, "A goal properly set is halfway reached." However, most people don't get this far, which is a missed opportunity considering how simple it is and how close you could be to living your dreams.

The commencement of any new year is the time most likely that the majority of individuals give the most consideration to goals and goal setting. Why not spend a little extra time this year in preparing and planning your dreams and turning them into reality? Each step no matter how small contributes to the overall eventual successful outcome.

"If you want to be happy, set a goal that commands your thoughts, liberates your energy and inspires your hopes" - **Andrew Carnegie**

All the best for 2008!

President's Message

Belated Happy New Year

I am very excited to be at the beginning of what will be a fabulous year for the ICF Victorian Chapter.

The New Year always brings fresh excitement for me about the things to come. A few years ago I decided to ditch New Year's resolutions. I found that for me they came with quite a few shoulds and didn't make it past January. Instead I decided to set an intention for my year ahead. I have found this a much more powerful and expansive place for me, so I would like to invite you to set an intention for yourself for this year, one that is meaningful for you and that will stretch you out of your comfort zone.

Our intention for this year with the ICFV is to continue to build on the great efforts and results of last year and to continue to work at giving you what you want from your ICF. I am very passionate about raising the professional profile of coaching to the non-coaching community and to focus on ensuring that we create events that stimulate, educate and create community for all of us.

Inspirational Quote:

"Without goals, and plans to reach them, you are like a ship that has set sail with no destination"

**Fitzhugh
Dodson**



Nicole and I will be attending the ICFA implementation retreat at the end of January. We will be spending the weekend with Belinda Merry our ICFA President and our other presidents from around Australia and New Zealand. The focus of the retreat will be on action and moving forward with the strategies from the previous years retreat. We look forward to reporting back to you.

The results of the third annual Sherpa Executive Coaching Survey were released earlier this week – To see the full report, visit: www.sherpacoaching.com/executive-coaching-survey.html

Coaching was also featured in the InPsych magazine (June 2007 edition). I have included the link in case you haven't seen it: <http://www.psychology.org.au/publications/inpsych/highlights2007/#s4>

I look forward to meeting ICFV members old and new at our first event in February, details will be announced shortly.

Best wishes

Pollyanna

Marketing Team 2008

We are very fortunate to have a dynamic and committed ICFV Marketing Team, which meets monthly, at The Domain in South Yarra for 1.5 hours (just in case you are interested in joining us!). Our purpose is to raise the profile of the ICFA & ICFV, attracting new members and encouraging existing members to become more active by attending events and developing our VIC Chapter. We are currently collating information to inform our new Marketing Strategy, which focuses on the needs and desires of our growing membership (we have a membership target of 500 in 2008).

There is much to be done! If you believe that you'd enjoy supporting us to revamp/improve our ezine, website, recruitment pack, press pack & membership welcome pack, do please get in touch. Partnering with the Professional Development Team, we will support some fabulous events this year; increase our Strategic Alliances; and help to modernise the way ICFV currently works.

By becoming more effective, we can ensure that we truly listen and respond to member's requests more proactively.

Rome wasn't built in day, but we have a great team and I'd like to acknowledge them all.

Heather-Jane Sears, ICFV Chair of Marketing
marketing.victoria@icfaustralasia.com



Marketing Team from left: Jane, Anna, Maria, Kealy, Mike & Heather-jane & Evie below who took the group photo



Rural & Regional Team 2008



The creation of a Chair, Rural & Regional is a new initiative for the Victorian Chapter in 2008. The number of coaches living in regional Victoria is growing. We now have 23 coaches located in regional centres such as Ballarat, Bendigo, Traralgon, Portland, Bairnsdale, Lorne, Geelong, Wangaratta and Benalla to name a few. The intention of this position is to provide a point of contact for coaches living outside the metropolitan area and to develop and initiate some activities that enable them to feel connected and supported so that they are able to participate and contribute to the chapter.

As Chair of this committee I would be really like to hear from any members living in a regional centre to gain their thoughts on how we might be able to develop this initiative so that it is truly worthwhile for members. I have developed an ADRI (Approach, Deploy, Results and Improve) statement using the Business Excellence Framework (BEF) and all input is welcomed so that this can be strengthened.

Maryanne Martin ACC, ICFV Chair of Rural & Regional

membershipdev.victoria@icfaustralasia.com

Professional Development Team 2008

Hello Everyone!

The PD and Events team is excited about the forthcoming year! We've have reviewed the surveys that you completed and really feel we will bring an exciting and motivational program to you this year, based on your ideas and needs.

Our aim this year is to hold great events that are a great investment of your time, are inspirational and motivate you to come to the next event! We are focussed on professional development and leadership in the coaching industry and that means credentialing and bringing you the most up to date topics and speakers.

We will be publishing a full calendar of events shortly, including **"Executive Coaching Return on Investment" event (March 08)**, **"The Total Package Coach" day (May 08)** and topics including cross-cultural coaching, using assessment tools, coaching and business trends, an international speaker and a couple of "nights out" networking events.

We are also excited to be introducing "Coaching Clinics" - a new and interactive forum that will enable to you to view practical coaching sessions, work on topics in small groups, make presentations and listen to a panel of great speakers.

The PD team really looks forward to welcoming you to each event and sharing the spirit of professional development!

Cheers

Manuela Amgwerd and Natalie Ashdown (Co-chairs, Professional Development and Events)

professionaldevelopment.victoria@icfaustralasia.com

New Year's Resolution We've All Had a Few

By Sharon Pearson

It is that time of year again; time to road test the New Year Resolutions. Off we go, clutch engaged, engine on, tank fuel of motivation and determination, headlights on full beam pointing to where we want to get to...now where did I put that damn map? I know we've all done it, resolved to... you fill in the blank.

The New Year is always a great time for evaluation, reflection, goal setting and clean slates. January is peak time for new gym memberships and enrolments to weight-loss programmes. The air is alive with chants of "4 days without a cigarette" and "I've lost 2 kilos". Yet all this excitement, commitment and activity can fade within a few short weeks or months of the year. So, how do you make those resolutions stick and not fizzle out 2 months later?

What is the secret to success? What can you do that will ensure that you achieve your desired outcome?

The first step is to examine what it is that you want to achieve. Are you seeking to achieve a positive outcome or seeking to *avoid* a negative outcome? Does your goal indicate something that you want to *move towards*, or something that you want to *move away* from?

For example, a person who wants higher income could either state that they want 'to enjoy financial freedom' (moving towards a positive outcome), or alternatively that they 'don't want to struggle financially anymore' (moving away from a negative outcome).



Manuela



Natalie

Co-Presidents



In the first example, the person is focused on what they want to achieve. In the second example, the person is focused on what they do not want to occur. The universe will always deliver what we focus on. Setting goals in the positive, (what we want) not only increases our overall 'chances' of successful achievement, it also provides a nicer view in the headlights!

The second step is to consider the reality of your goal. In order to be realistic your goal must tread the fine line of being achievable and of being challenging. Imagine yourself standing at the centre of a children's see-saw. On one side is a far-fetched outcome, on the other is an outcome you can achieve with ease. Now weight your goal so that it perfectly balances between these two alternatives. Goals that are too difficult or too easy are soon abandoned and forgotten.

Take the reality check and ensure that you can answer 'yes' to the following five questions:

1. Is this something you REALLY want?
2. Is this something you can INFLUENCE?
3. Is this something you can CONTROL?
4. Is this what is this is REALLY about?
5. Are you doing this for YOURSELF?

The final step in setting the goal is the measurement, or the arrival point – the 'what' and the 'when'. How will you know when you have arrived at the outcome? When will you get there? What will you be seeing, hearing and feeling that will tell you that you have arrived? Take time to actually visualise the outcome you are seeking, tapping into the sounds, thoughts and feelings as you do so.

Now that you have a clearly defined, measurable, realistic, positively stated goal, it is time to get out the street directory and work out the nitty-gritty of the roads. How are you going to get there?

This is your road map – your directions. The more effort you plan into your journey, the easier the journey will be. If you have ever headed off in the car and travelled blindly into the city with a vague idea of your destination, you will know just how much chaos those unforeseen one-way streets, no right turns and pedestrian zones can cause. At best they cause delays, at worst they involve cancelling your plans altogether. Taking time now to plan your journey will ensure that you arrive at your destination on time and by the easiest route.

In planning your journey, consider what it is that you need to do, who is involved, what obstacles might hinder you, what are the steps along the way, etc. Incorporate your answers to the following questions into your plan;

- What is the first thing that you need to do?
- What is one thing that you need to do every day?
- Who is on your team to help you achieve this outcome?
- Who do you need on your team?
- What obstacles are in your way?
- What will you do to overcome these obstacles?
- What is missing?
- What are you tolerating?
- What are you not telling yourself?
- What is one big step you can take?
- What good experiences have you had in the past? Why were they successful?
- What negative experiences have you had? What did you learn?
- How and when will you review your progress?

Write your goal and your actions down and put them in a prominent place to maintain your focus. I suggest you create a vision board, this is a board where you keep anything and everything related to your ultimate vision and contemplate it often visualising every detail as if it actually exists and how you want it.

One last thing, make sure you plan now how you will celebrate achieving your goal.

Inspirational Quote:

"Crystallize your goals. Make a plan for achieving them and set yourself a deadline. Then, with supreme confidence, determination and disregard for obstacles and other people's criticisms, carry out your plan.

Paul Meyer

Top Tips In Setting Goals

1. Write down your goals
2. Plan
3. Remember the SMART (Specific, Measurable, Attainable, Realistic, Timely) formula
4. Don't change the ends, change the means
5. Take Action
6. Check goal setting and achievement progress regularly
7. Have Persistence and flexibility
8. Focus
9. Believe in Yourself
10. Reward yourself

What The Media Is Saying

Republished with permission from "The Age" My Career Section, Saturday 1st December, 2007



Any questions?
Jennifer McCoy



Director and principal coach
Positive Change Consulting

Workplace morale is low at the moment. As an employee, how can I effect change?

Workplaces are experiencing huge challenges and everyone feels the pressure. Skills shortages and staff retention are concerns; add in generations X, Y and the baby boomers, rapid technology changes and the keeping ahead of competitors plus research that shows Australians work harder and longer than staff overseas. A recipe for low morale?

So everyone needs to work at getting along. Your manager may know morale is low but if faced with competing problems, people issues are often filed under "Too Hard". But there are actions a person can take:

- Be positive at work, even for a month. Stop all negativity, complaining and criticising.
- Look for the good in others.
- Thank people for helping you, for doing something well — your boss, too.

- Discover your boss' pressures, how they like to be communicated with, and try to meet their needs.
 - Look for solutions instead of problems.
- Coaches use questions — see if it works for you:
- Ask "What is working for me?"; "What exactly isn't working?"; "How would I like things to be?"
 - When colleagues complain, ask: "Could we look at the situation another way?" and "What's one thing we could change ourselves?"
 - Ask: "Could I be more efficient, reliable and creative, proving I'm capable of much more?"
 - Ask your boss: "I feel I'm not using my skills effectively. What could I do to help the business and develop myself?"
- Changing behaviour takes time, so be patient. It's surprising what you can achieve in a month.

What's On

My Passion – Interview with (CD Series) My Passion Coach

Emmanuel Tsesselis is Australia's Number 1 Passion Coach who believes that inside every single one of us lives passions, natural talents and unique gifts that if tapped into compel us to create a life we have dreamed of. In this My Passion series, Emmanuel has interviewed some of Australia's most successful and wealthy individuals who have passed on their secrets to creating extraordinary wealth, living their dreams and living with passion.

The My Passion CD's reveal how important passion is to your ultimate success, how to overcome fear, how important your beliefs are to your success, plus many more passionate secrets.

Normally \$59.95 – For ICFA Members - Only \$29.95

**Contact: Emmanuel Tsesselis on 0418-428-270 or
Email: emmanuel@mypassioncoach.com**

Neuro Linguistic Programming (NLP) Big Picture/A1 Poster

Synergy Global (International Strategic Partner of Cognac Communications

NLP - The difference that makes the difference...

Designed to outline the patterns, concepts & tools of Neuro Linguistic Programming (NLP) at introductory & practitioner level, this big picture makes an ideal gift for a friend interested in having a simple overview of NLP patterns/resources.

"NLP is an explicit & powerful model of human experience & communication.

Using the principles of NLP it is possible to describe any human activity in a detailed way that allows you to make many deep & lasting changes quickly & easily."

Richard Bandler & John Grinder

It's all in the mind, get your copy [here](#).

Cost: 10% Discount for ICFV Members (\$30 plus GST, postage & packing)

Contact: Heather-Jane Sears on: **+61 (0) 439-066-067** or heather-jane@synergy-global.com

A Beautiful & Unique boxed set of Inspirational Coaching Cards – An Ideal Gift

Synergy Global (International Strategic Partner of Inspirational Coaching)

"People have innate knowledge; they just need to be asked the right question" – Plato

Effective questions create new ways of thinking & that creates new options.

Offer: Unique boxed set of 48 self-coaching cards, designed by Lindsay Tighe.

Gorgeous cards with thought provoking questions to get better answers...

Each card beautifully illustrates an area of life & includes an inspirational quote.

We have been using these cards regularly since we found them at the ICFV Conference in Melbourne – they are great fun to use personally; as a team building tool; & also when coaching clients. Highly recommended & a fabulous gift!

Cost: 10% Discount for ICFV Members (\$30 plus GST, postage & packing)

Contact: Heather-Jane Sears **+61 (0) 439-066-067** or heather-jane@synergy-global.com

Attention all NLP'ers, Coaches and HR folk!

Are you interested in using a highly validated, on-line Profiling tool that is based on NLP Meta Programs?

**Attend the *iWAM Certification Training*
Anneli from Beyond Coaching**

The Inventory for Work Attitudes and Motivations (iWAM) is a human and organisational development tool that measures 48 parameters based on NLP Meta Programs, a model of cognitive thinking styles. (If you liked the Korbus Neethling Brain Instrument, then you will love iWAM!)

The iWAM is an on-line, easy-to-use-and-administer testing tool that provides an objective way to measure an individual's attitudes and motivational patterns.

The iWAM is founded on solid research and it gets results! The results are evident in various HR applications including recruiting, coaching/mentoring, team building, and management/leadership development.

To learn more about this tool email anneli@beyondcoaching.com.au

February 14th, 15th, (16th optional advanced day)

9am – 5.30 pm

Local Melb area

From \$1550 (inc GST)

Email Anneli from Beyond Coaching for more information on anneli@beyondcoaching.com.au

Valentines Coaching Offer – Two for the Price of One Synergy Global

February is a month to express love & to renew relationships. Express your love to yourself & your loved one by taking up this special offer. Two of you can each have one 45 min coaching session or you can have a 1.5 hours session together – it's up to you – what will be most useful?

It is a unique gift because it's a sharing experience & it's a great way to help your friend or partner truly understand the benefits of coaching!

From 1 to 29 February 2008

2 x 45 minute coaching sessions (or 1.5 hours for a joint session)

N/A - Phone coaching

\$150 (plus GST)

Please contact Leona Wan at 0414 686788 or email to leona@synergy-global.com

**ACC and PCC Credentialing Exam Dress Rehearsals
Belinda Merry MCC**

Small group coaching for four coaches maximum. Focused on demonstrating the ICF's 11 Core Coaching competencies at ACC or PCC level in a safe, supportive and fun environment. These sessions are designed to improve YOUR coaching skills and prepare you for your ICF oral exam. These hours count toward mentor coaching requirements for certification and referral letters are available (based on demonstrated competency level)

ACC – Wed 6, 13, 20 and 27 February 2008

PCC – Mon 25 February, 3, 10 and 17 March 2008

ACC – Thurs 10, 17, 24 April and 1 May 2008

ACC – 10am Wed

PCC – 1pm Mon

ACC – 9am Thurs

Via: Telephone

\$550 inc GST

belinda@belindamerry.com or **03 5985 1488** or
www.belindamerry.com/website/groupcoaching.asp

Coaching Practice Workshop using Personal Coaching Styles Inventory

Synergy Global (Licensed International CCU Coaching Clinic & PSCI Facilitator)

Recognising the style distinctions in yourself & others can make a major difference in your approach to people. In our fast paced world it's crucial that you use the most effective means for building rapport & connecting with others quickly.

Benefits:

- Stronger, more strategic outcomes result & practice makes perfect!
- The PCSI is short, simple & easy to use for improving laser coaching.
- It can eliminate miscommunication & foster respect for differences
- Creates focused understanding of self & client's strengths & needs
- Identifies gaps for improved communication & personal growth

Date: Monthly Workshops held near Tram Interchange

Time: 2 – 4 (2 workshop options available)

Venue: *The Domain*, 55/1 Albert Road, Melbourne, VIC

Cost: 10% Discount for ICFV Members (\$100-400 depending on participant numbers)

Contact: Heather-Jane Sears **+61 (0) 439-066-067** or **heather-jane@synergy-global.com**

NLP for Coaches

FIRE UP Coaching

NLP is a powerful addition to any coaches tool kit – More effective ways to utilise language and many wonderful techniques for creating last transformation with your clients. It is also an amazing personal development journey that will enrich every aspect of your life.

March 13th-15th 2008

0900 – 5pm

Level 7/71 Queens Rd, Melbourne

Free Teleclasses and email for full details

Lynne Dryden ph 0395108272 or 1300 FIRE UP

The Art and Science of Coaching

FIRE UP Coaching

If you have not yet done coach specific training or have not done ICF Accredited training and would like a transformational learning experience over 16 days of face to face training then The Art and Science of Coaching is for you. We support you to develop great coaching skills and gain your ICF Accreditation

Module 1: April 7th-10th 2008

0930am until 5pm daily

Level 7/71 Queens Rd, Melbourne

Free Teleclasses and email for full details

Kathy McKenzie 0395108272

How Business Coaches can

Increase Their Sales &

Create a Passive Income Stream

Find out how you can Leverage

Your Time & boost Your Income

Discover how to:

Increase Your Profile

Increase Your Enquiries

Increase Your Value

Increase Your Prices

Increase Your Sales Conversions

Increase Your Retention

Increase Your Profits

Create a passive income stream

Give Your Clients Access to

premium Intellectual Property in **innovative**

ways that will add to **Your Brand** and

Position Your Coaching Above the Competition.

This is the **Low Cost / High Value** Opportunity I wish

I had when I first started coaching!

Contact Dr Greg Chapman at

info@empowersolutions.com.au or **call him on**

03 9256 6215

Towards Mastery Coaching Skills Workshop

Belinda Merry MCC

Are you ready to apply for your ICF credential?

Come and join us *in person* to:

- Improve your coaching skills in line with the ICF's 11 Core Coaching Competencies
- Receive feedback from 2 MCC coaches / and skilled facilitators
- Gain two Reference letters for credentialing applications (given we agree to competencies being demonstrated)
- Learn in a group of like minded coaches, with varied training backgrounds and experiences
- Add to your mentor coaching hours
- Have fun
- Feel more at ease for future ICF examinations

Monday 11 April 2008

9am to 4.30pm

Royal South Yarra LawnTennis Club, South Yarra

\$385 inc GST

belinda@belindamerry.com or **03 5985 1488** or
http://www.belindamerry.com/downloads/Toward
s%20Mastery%20Workshop.pdf

Newsletter Contributions

We would love to hear your suggestions in regards to this Newsletter. Let us know what you would like to read, whom you would like to hear from or any other ideas you have for Coach Connection to better serve your needs. Please send us any articles, case studies or other interesting information which we can publish for everyone to read:

Please send us an email at:
editor.victoria@icfaustralasia.com

How to Join the ICF

The ICF provides valuable support, education, and information for professionals in coaching and coach-related fields. Click here for full details of how to renew or join the ICF.
<http://www.icfaustralasia.com/JoinRenew.html>

The Victorian Chapter Leadership Team

Co-Chapter Presidents Pollyanna Lenkic & Nicole McAuliffe president.victoria@icfaustralasia.com
President Elect & Co-Chair Professional Development & Events Manuela Amgwerd presidentelect.victoria@icfaustralasia.com
Immediate Past President Natarsha Hearn PCC ipp.victoria@icfaustralasia.com
Secretary Bernadette Crompton PCC secretary.victoria@icfaustralasia.com
Treasurer Vivienne Barrett treasurer.victoria@icfaustralasia.com
Chair Marketing Heather-Jane Sears marketing.victoria@icfaustralasia.com
Chair Membership Bernie Vaux membershipdev.victoria@icfaustralasia.com
Co-Chair Professional Development & Events Natalie Ashdown professionaldev.victoria@icfaustralasia.com
Chair Rural & Regional Maryanne Martin ACC membershipdev.victoria@icfaustralasia.com