

**February 2018 Newsletter**

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**February 9 Luncheon**

**Register** at [www.icf-nt.com](http://www.icf-nt.com) or click on Registration Button

Register by Feb 5: \$30  
Register after Feb 5: \$40

**Register for the February 9 Luncheon Program**

Pay for this event online when registering

**Meeting Details**

**Time:** 11:15 AM to 1:15 PM  
**Location:** Hackberry Creek Country Club  
**Address:** 1901 W. Royal Lane Irving, TX 76051  
**Website:** [www.hackberrycreekcc.com](http://www.hackberrycreekcc.com)

**February 9 ICF-NT Luncheon Program**

**February 9 Luncheon Program**

**Understanding the Concepts and Value of ROI for Coaching**

**By Catherine A. Oleksiw, Ph.D., PCC**



Our February 9 Luncheon Program features Catherine A. Oleksiw, Ph.D., PCC. Dr. Oleksiw works across sectors—with business, government, nonprofits and philanthropy, and higher education leadership—in assessing change. In the first year of their coaching program, Catherine led the metrics team for the Rice University Doerr Institute for New Leaders, which provides professional coaching to undergraduate students and coach training for the Rice community. DINL was an ICF-Global finalist for the Prism Award which includes metrics and measured growth in its criteria.

With over 30 years in leadership roles in government, higher education and private industry, Catherine has led government and foundation-funded education and health research and evaluation projects for the US Department of Education, the National Research Center for Career and Technical Education, the National Institute for Child Health and Human Development, the Centers for Disease Control, and the National Science Foundation. Her measurement expertise complements her experience in providing technical assistance, training, and leadership coaching on strategic planning, performance measurement, monitoring and evaluation, and Return on Investment (ROI) methodology. In her current consulting and coaching practice, *Measured Transitions LLC*, Dr. Oleksiw works with clients and partners in co-creating systems to assess performance and program outcomes.

**Program Description**

Return on Investment for Coaching has gained visibility in the world of coaching over the past several years. Are you seeking a clearer understanding of what ROI is and why you might need to be incorporating it into your coaching practice? Business coaches may be leading the charge on this, but all coaches can find value in this method of organizing metrics related to new awareness and behavioral outcomes of your clients. In February, join Dr. Catherine Oleksiw, to learn the basics of ROI and how to begin to walk the talk of this evaluation framework.

**Program Outcomes**

Participants will learn:

- The importance of the business perspective in the ROI model
- The value of ROI for you and for your client
- The ROI definition and formula
- The key questions related to the ROI model
- The key outcomes to consider in the ROI of your coaching program

**CCEUs for this Program:** 1 Resource Development

**Note:** The February Program and Workshop are being held in the **Oak and Elm Room** at Hackberry Creek. This room is smaller than our usual venue, so register early to save your spot.

## February 9 Workshop

Register at [www.icf-nt.com](http://www.icf-nt.com)  
or click on Registration Button

[Register for the  
February 9 Workshop](#)

Pay for this event online  
when registering

### Workshop Details

**Time:** 1:30 to 3:30 PM  
**Location:** Hackberry Creek  
Country Club  
**Address:** 1901 W. Royal Lane  
Irving, TX 76051  
**Website:** [www.hackberrycreekcc.com](http://www.hackberrycreekcc.com)



**Find out why  
the most  
Successful  
Coaches  
Start at  
iPEC**

**START HERE**

## February 9 ICF-NT Workshop

### February 9 Workshop

#### Building Your Case for Coaching ROI

By Catherine A. Oleksiw, Ph.D., PCC

**1:30 to 3:30 PM**

(Immediately following the luncheon program)

**Workshop Price: \$69.00**

Join us after our February 9 luncheon, as Dr. Catherine Oleksiw builds on the introduction to ROI presented at the luncheon program.

### Workshop Description

This workshop will provide participants with a deeper dive into the layers of the ROI model. "Believe me, calculating the ROI metric itself is the easiest step in the model," Dr. Oleksiw will tell you. The challenge is in designing your ROI study with valid and reliable metrics for the essential elements of your coaching programs.

Jump into the complex world of ROI with Dr. Catherine Oleksiw and walk away with more confidence in how you think about accountability and impact of your coaching programs.

### Workshop Outcomes

Participants will learn:

- How to set the stage for assessing your coaching (and training) programs
- The benefits of conducting an ROI study and how to communicate that to your client
- How to explain to the client the ROI definition and formula
- How to prepare for your ROI study

**CCEUs for this Workshop:** 2 Resource Development

## February 21 Lunch with ICF-NT President

### Lunch with ICF-NT President, Catherine Oleksiw, Ph.D., PCC

**Wednesday, February 21**

**11:30 AM – 1:00 PM**

**Via Real Restaurant**

4020 N MacArthur Blvd #100, Irving, Texas 75038

<http://viareal.com/>

**No Fee – We'll Each Cover the Cost of Our Own Lunch**

Join ICF-NT Chapter President, Catherine Oleksiw, PhD, PCC, to tap into your creative juices and share ideas on how you can lend your talents and time to the ICF-NT community. All members, especially new members, are welcome to register. [Please register here.](#)

Note: We'll each cover the cost of our own lunch so check out <http://viareal.com/> for menu and pricing. Sign up soon since seating will be limited to 20.

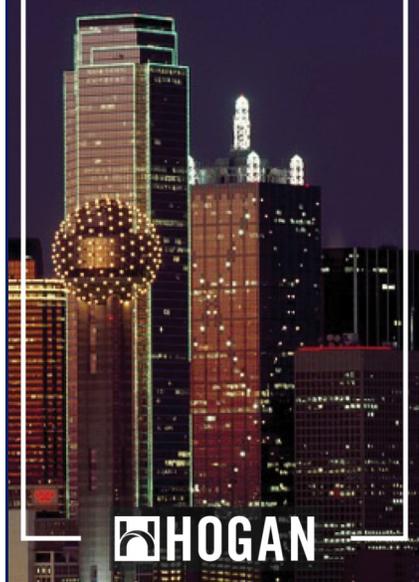
Catherine intends to extend this invitation several more times throughout the year so if you can't make this Lunch with the President, be on the lookout for the next invite.

# GET HOGAN CERTIFIED

HOGAN ASSESSMENTS TO  
HOST LEVEL I CERTIFICATION  
WORKSHOP IN DALLAS

FEB 20-21

DON'T MISS YOUR CHANCE  
TO GET HOGAN CERTIFIED.



*Just a friendly reminder  
to please complete the  
payment for your  
monthly meeting  
reservation at the time  
you make your reservation  
in order to earn the  
early registration price  
and to be sure we've  
ordered a meal for you.*

## President's Message

Dear Colleagues,

Community is one of our chapter's core values. Community can encompass many aspects of identifying with a group. In the broadest sense, community is a group of people who interact socially. These people may share mutual values and goals and interests. They may have a collective identity of sorts and hold something in common. This common ground, in turn, generates positive energy, a sense of support for each other. Consider the African proverb: "If you want to go quickly, go alone. If you want to go far, go together." What does Community mean to you?



*The purpose of life is to discover your gift. The work of life is to develop it.  
The meaning of life is to give your gift away. – David Viscott*

Our ICF North Texas chapter is a community of passionate, gifted professionals representing a broad range of knowledge, skills and wisdom across sectors, disciplines and generations. What a mother lode of gifts. What is your gift to share?

Together we define and create this community of coaches. I welcome you to reach out to me at [president@icf-nt.com](mailto:president@icf-nt.com) with the ways you might step up and share your gift with us all and support the chapter.

In collaboration and good spirit,

Catherine



**Catherine A. Oleksiw, Ph.D., PCC**  
ICF-NT President, [President@icf-nt.com](mailto:President@icf-nt.com)

## ICF All-Texas Coaches Retreat and Conference

### ICF All-Texas Coaches Retreat and Conference April 6–8, 2018

Over 50 Texas coaches have signed up for the coaches retreat and conference that will take place Friday through Sunday, April 6-8. There is still time to sign up and join us as long as the resort facility on Lake Buchanan northwest of Austin has space available. Rooms are limited and will sell out, and the resort is the only lodging option other than a campground across the street that can accommodate RVs. You can also post on the Facebook page looking for someone with a room reserved who would like a roommate to share costs. It's at <https://www.facebook.com/groups/ICFTXconference/>.

Sara Smith, MCC, is co-facilitating the opening session to start us off on a meaningful, enjoyable weekend experience. The theme of the event will be the importance for coaches of "Tuning the Instrument" through self-care, deepening self-awareness, and creating and strengthening connections with other coaches. There will be workshop experiences for CCEUs, planned wellness activities that are not for CCEUs, and open time to enjoy the activities available at the venue.



**Get World-Class  
COACH TRAINING**  
from experts in the field

“...an incredible journey and transformation...”

“...truly transformational...”

“...an AMAZING program...”

**LEARN MORE**



**ICF-NT 2018 Board**

**President:** [Catherine Oleksiw](#)

**President-Elect:** [Mike Caracalas](#)

**Secretary:** [Tim Kincaid](#)

**Treasurer:** [Steve Coxsey](#)

**Past President:** [Jude Olson](#)

**Programs:** [Kristin Roberts](#)

**Membership:** [Tracy Cadarine](#)

**Marketing/Social Media:**  
[Lisa Yarbough](#)

**Alliances:** [Kathleen Klaviter](#)

**Communications:** [Lisa Seay](#)

**Events:** [Kim Hutchings](#)

**Update on CCEU Certificate of Attendance**

**Update on CCEU Certificate of Attendance**

**Credential Renewal Process**

Catherine Oleksiw, our President, recently received further clarification from ICF Global on ICF-NT Certificates of Attendance being submitted in a chapter member's application for credential renewal. The primary issue was that the name of the applicant be printed on each certificate. ICF-NT Certificates of Attendance have never included the name of the participant in the event.

Global has advised that any North Texas chapter members who hold ICF-NT Certificates of Attendance from 2014, 2015, 2016, and 2017 should write their name on the certificate(s) when they are including them with their credential renewal application to Global. There should be no issues moving forward since Global has made note of this process being used by North Texas members. This should address all credential holders who will be renewing through 2020.

**New ICF-NT CCEU Certificate of Attendance**

ICF-NT is currently working to automate this so attendee name is printed on all future ICF-NT Certificates of Attendance. Members who attend the February 9 luncheon and/or workshop will receive information on how their CCEU certificate will be delivered.

Further updates on the process for receiving a CCEU certificate following an event will be published in future chapter newsletters, on the ICF-NT website, and on our social media channels. For questions, please contact [Programs@icf-nt.com](mailto:Programs@icf-nt.com).

**January 2018 ICF-NT Board Retreat**

**January 2018 ICF-NT Board Retreat**

At their retreat on January 13, 2018, the ICF-NT Board began work on creating a *value proposition* for the chapter, and identifying key priorities for the board's *three-year strategic plan*. Resources instrumental in this process included results from the recent Member Survey on the Value Proposition; feedback collected from members at our Annual Meeting this past November; and the Membership Engagement and Communications Plan for ICF-NT, a University of Texas-Dallas capstone project submitted to the 2016 ICF-NT board.

**Save the Date—Upcoming ICF-NT Meetings**

**Save the Date! ICF-NT Upcoming Meetings**

- ✓ **March 9:** ICF-NT Luncheon **Program and Workshop**  
Mary Cravets presents a program and workshop on Business Development
- ✓ **Friday, April 13:** ICF-NT Luncheon Program  
Teresa Pool presents a program on MCC, PCC Markers (ICF Credentialing Info)
- ✓ **Friday, May 11:** ICF-NT Luncheon Program  
Holly Williams presents a program on Group Coaching How To's



### Member News

Two of our members have received their ACC (Associate Certified Coach) credentials from ICF:

**Beth Palinginis, ACC**  
**Bobby Quinten, ACC**

*Congratulations to Beth and Bobby!*

### Welcome to Our ICF North Texas New Members

Nov 20 – Jan 24

Lisa Rubenstein

### Are you newly Credentialed?

Have you recently earned an ICF Coaching Credential? Your ICF-NT Chapter wants to recognize your achievement!

Please email Tracy Cadorine ([memberships@icf-nt.com](mailto:memberships@icf-nt.com)) so your professional organization can recognize your accomplishment.



## Stay Informed with ICF-NT Social Media

### Stay Informed with ICF-NT Social Media

You don't always get to read the ICF-NT newsletter? Just go to your preferred social media channel and you don't have to miss a thing. Contact Lisa Yarbough, Director of Marketing and Social Media, with any questions at [socialmedia@icf-nt.com](mailto:socialmedia@icf-nt.com).

#### Facebook: International Coach Federation North Texas Chapter:

Visit our ICF-NT **Facebook** page at <https://www.facebook.com/icfnt> for announcements and reminders on special events, our monthly luncheon programs, professional development opportunities, and important insights to help support your career or business.

#### Facebook Group:

Members can also request to join the ICF-NT Members and Guests **Facebook Group** at <https://www.facebook.com/groups/ICFNorthTexas/> to receive more of the above and collaborate with the group, using it as a valuable resource for sharing and requesting coaching related information.

#### Twitter:

Follow us on **Twitter** at [https://twitter.com/ICF\\_NT](https://twitter.com/ICF_NT) for quick chapter announcements, useful information for your coaching career, and for your general professional and professional development.

#### LinkedIn Group:

Please remember to join our ICF-NT Chapter **LinkedIn Group** at <https://www.linkedin.com/groups> where you'll find members of the group are sharing helpful articles and resources. You'll also find important updates on chapter events.

## LINCs – Creating Unstructured Connections

### LINCs—Creating Unstructured Connection

A link, defined by Webster, is "a connecting structure." But it's defined by the North Texas Chapter as **L**augh **I**nteract **N**urture **C**ontribute. And in fact, it's the lack of structure that makes it great. You can come when you want, contribute what you want and leave knowing you left the group a better place for being there. A LINC is topic-based so your mission is to find one that lines up with your interests or if you can't find one, to create it!

Some of the LINC groups include Book Lovers, Digital Marketing, MCC Certification, and Faith Based Community. We're in the process of updating the meeting times and contact people for all LINCs so if you're interested in connecting, watch the website for a page with all active LINCs. Our Facebook page also has postings about upcoming meetings, including the Digital Marketing LINC on February 2.

If you're interested in creating a LINC, please contact Jim Cooper at [jim.cooper@ascendentleadership.com](mailto:jim.cooper@ascendentleadership.com). He'll give you a pat on the back, some best practices for getting started and make sure that we know about your new LINC so we can communicate it to the chapter.

## ICF-NT Member Spotlight — February 2018

### ICF North Texas Vision and Mission

#### Vision

ICF-NT will be known as the leading resource for the coaching community and the organizations and individuals it serves, providing:

- A collaborative network of credentialed coaches
- Continuing education
- Impactful contributions to the coaching profession

#### Mission

To grow and develop a competent coaching community that drives results for coaches and those they serve.



#### ICF Global News

Please click [here](#) to read the latest ICF Global News!

#### Leverage the ICF Brand

The ICF has invested in great [marketing and brand work](#) that is available for use by members. Check out what is available and proudly display your membership in the strongest coaching organization on the planet!



### Member Spotlight - February 2018

#### Sara Smith, MCC

This month, Sara Smith, MCC, shares some of her story with us. Sara's interest in coaching began when she worked for IBM and had the opportunity to be a part of the transformation of the company in 2001. During this time, she became a part of the teaching team to teach coach-like behavior to all the sales managers in North and South America. It didn't take long to realize that she needed to become a coach (and have a coach) to begin to understand being a coach-like manager. Sara was one of the first IBMers who became a coach.



Sara's coaching focus has transitioned to what it is now by finding a niche that draws clients. After leaving IBM she acknowledged her love of athletics and began coaching athletic coaches. She wrote *Coach to Coach—Emotional Intelligence for Winning Athletic Coaches* to teach coaching skills like ours to coaches who wanted to empower their players to be self-sufficient. Around the time Sara was beginning to get some business in that area, she was called to be the executive coach at a large university, then a seminary, and then a health center. Now, Sara works in higher education. She loves coaching those who are committed to changing themselves in service of growing their organization. Her favorite coaching questions are, "What do you want?" and "What kind of leader do you need to be to make that happen?"

Sara was personally responsible for founding the Fort Worth ICF chapter to serve coaches on the west side of DFW. She continued to participate in ICF-NT functions and eventually led the way to reunite the chapters in a more central location. She served as the Co-Leader of the ICF Southeast Region for five years. She is currently serving on the International Board of the ICF. Each month will find Sara serving as an Ambassador at the ICF-NT chapter meetings using her charm to make everyone feel welcome.

Because she is on the ICF global board, Sara gets to meet with chapters around the world to share the wonderful ideas that our coaches at ICF-NT have come up with to strength our coaches and community as a chapter. Her inspiration comes from our terrific colleagues and your community activities such as LINC groups, mentoring new coaches, chapter rendezvous, and having ambassadors.

Sara says, "You all are my people, my community, and I love you dearly. I am who I am because of the support and love I get from my coach family."

### The Comm Squad — Communications and Tech Team Members Needed

#### The Comm Squad—Communication and Tech Team Members Needed

Do you like to talk, read, write, surf on your phone, take pictures, or simply just be in the know about the latest and greatest? If so, you'd be a great addition to a new team—The Comm Squad. Members will get involved in assisting with internal and external chapter communication. It might be working on the website, being responsible for writing a monthly column in our newsletter, being a guest blogger with your posts on our LinkedIn page, photographing events, graphic design work, writing a feature story, or creating new member materials. The possibilities are endless and we're just beginning.

Our Comm Squad will meet to kick off the year, understand the talents and gifts of those in the group, and align those gifts to areas where you can give back to the chapter. Join us Monday, February 26 from 11:30 AM-1:00PM in Carrollton. Lunch will be provided. RSVP to Lisa Seay at [communications@icf-nt.com](mailto:communications@icf-nt.com).

## Upcoming Meetings and Events

### YOUR COMPANY NAME



Advertise your services, offer your books, or tout your expertise to ICF-North Texas members.

Contact us to advertise in both our monthly newsletter and on our web site for only:

\$100 quarterly for members  
 \$350 yearly for members  
 \$150 quarterly for non-members  
 \$550 yearly for non-members

\$25 fee for changes to Ads in the middle of a paid period.

- ✓ High Res (300 dpi) jpeg ad
- ✓ jpeg at least 250 pixels wide
- ✓ Ads are subject to approval of ICF-NT's Board
- ✓ Artwork and content must be approved and payment made prior to placing ad

Contact Steve Coxsey today ([treasurer@icf-nt.com](mailto:treasurer@icf-nt.com)) to have your ad posted.

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March 9	ICF-NT Workshop at Hackberry Creek Country Club. Mary Cravets expands on her program topic on Business Development
April 6—8	ICF All-Texas Coaches Retreat and Conference. Register at: <a href="https://www.facebook.com/groups/ICFTXconference/">https://www.facebook.com/groups/ICFTXconference/</a> . Make sure you have lodging prior to signing up. The retreat and conference will be held in the Hill Country outside of Austin. The event will include workshops providing CCEU credits.
April 13	ICF-NT Luncheon Program at Hackberry Creek Country Club. Details are forthcoming. Teresa Pool discusses MCC, PCC Markers (ICF Credentialing Info).
May 11	ICF-NT Luncheon Program at Hackberry Creek Country Club. Holly Williams presents Group Coaching How To's.

### Tell Us About Your Coaching Success Stories!

We'd like to hear about your coaching success stories—the successes of your coaching business and especially your clients' successes. These are an integral part of our ICF North Texas Coaches story. Your experiences remind us of our mission to grow and support a professional coaching community that drives results for individual coaches and those they serve. And sharing your story could help others.

Please take a minute to tell us about a positive experience you've had as a Coach. All stories will be reviewed and documented, and with permission, we may share your story online or in one of our ICF-NT publications.

If you're interested in sharing your story, please contact [socialmedia@icf-nt.com](mailto:socialmedia@icf-nt.com).

International Coach Federation—North Texas Chapter

[www.icf-nt.com](http://www.icf-nt.com)

Follow us on:

