

Chapter Activity Report April 2014 - March 2015

The Executive Committee's 2014-15 vision was

"Engaging our Members for Coaching Excellence".

Towards excellence, our most significant achievement this year was to **successfully revise our chapter's constitution**. Two key changes included creating a new role of President Elect and increasing the length of service of the other roles from one to two year terms. Members present at our Extraordinary General Meeting in December 2014 voted unanimously in favour of these changes and the Registry of Societies granted their approval the same month. The new process means voting in a President Elect on an annual basis who will automatically become President the following year. This change will help us build a more strategic, sustainable organisation geared towards meeting the needs of a large and increasingly sophisticated coaching community in Singapore and the Asia region. Currently at **303 members, we remain the largest ICF chapter in Asia, an increase of 8% over 2014's membership of 280**. Our membership includes 130 credentialed members: 86 ACC, 38 PCC and 6 MCCs.

We won the ICF Global "I Care For" Award in recognition of our pro-bono coaching projects through Coaches for Community (C4C). The award was presented by Dave Wondra, ICF Global President and Magda Mook, ICF CEO, at the opening ceremony of the first ever Global Leaders Forum in Atlanta, Georgia - a conference exclusively for the chapter leaders of all 117 chapters around the world. **This year through our C4C initiatives, 90 coaches contributed more than 700 hours of pro-bono coaching for 228 coachees** across five diverse C4C initiatives. Thank you to all C4C coaches who have generously given their time and to our three dedicated Exco C4C subcommittee members Han Ee Lim, Suman Balani and Viya Chen for helping put ICF Singapore firmly on the global coaching map yet again.

ICF Global awarded our chapter a development grant of US\$500, which we will use to further enhance new website features, several of which have already been implemented this year. Included in this is the launch of an automated process for members to apply for C4C projects as well as an online evaluation of our monthly meetings followed by automatic delivery of CCEUs.

Attendance at monthly meetings rose to an average of 40 people per month this past year, with high quality speakers and anecdotal feedback around an increasingly welcoming and friendly environment drawing more attendees. In addition to our regular monthly meetings, we held three New Member Orientation meetings, two social gatherings and several special events. This year we **re-launched Peer Coaching** and plans are underway for **International Coaching Week (ICW) 2015**, both initiatives led by non-Exco members.

We launched a new subcommittee: Research. In a successful first year, the subcommittee greatly benefited from the additional support of four non-Exco members. This model – i.e. recruiting non-Exco members to work on subcommittees, and to lead initiatives like peer coaching and ICW, is one that we will be using more in the future, giving members the opportunity to get involved without formally joining the Executive Committee. Detailed activities and achievements of our subcommittees are below.

Thank you to our members, guests and our C4C coaches for making this year a success. Thank you to the 2014-15 Executive Committee for your hard work and dedication this past year. Laurent Vuibert, Lim Han Ee, Suman Balani, Saba Hasanie, Yasmine Khater, Don Huse, Hermann Ditzig, Woon Peng Ziady, Theresa Ong and Lyn Karnstedt, and last but by no means least, immediate past President Avital Carmon – it was an honor to work with you all.

Anisha Kaul
President, 2014-15
ICF Singapore Charter Chapter

Chapter Activity Report April 2014 - March 2015

Summaries for Sub-Committees

Events

This renamed committee (previously “Programs”) held 23 events, including monthly meetings, special events, New Members Orientation meetings, social gatherings, and peer coaching. All events offered CCEUs when relevant and a total of 13.75 CCEUs were offered this year. Refer to Appendix A for a full list of events.

Attendance at monthly meetings increased to an average of 40 members and guests per meeting. This year we simplified our event feedback and CCEU granting process, taking it online.

We experimented with different venues for some of our meetings and attendees enjoyed the casual atmosphere of The Hub at Somerset where we held our “Engagement Party” in July and our EGM/Christmas party in December.

Looking ahead, our monthly events calendar is full until beyond August 2015, which shows a keen interest amongst members of our community – coaches and beyond – to contribute to our members’ development through sharing ideas and knowledge.

We have had support from non-Exco members of the community. Peer Coaching has kicked off again, led by Angela Ognev. And, plans for International Coaching Week 2015 began earlier this year, led by Jass Malaney.

Coaches for Community (C4C)

C4C ran five coaching projects in 2014-15 with 90 member coaches providing pro-bono coaching to 228 coachees for over 700 coaching hours. We organised a peer coaching session for our C4C coaches in November where our C4C coaches enjoyed learning and sharing as well as socialising with each other.

With the support of our Communications subcommittee we streamlined the C4C sign-up process via electronic means and upgraded our C4C coaching database; developed and implemented an evaluation tool to measure coaching effectiveness, and established our own C4C webpage on the ICF Singapore website.

Reward and acknowledgement of our efforts and the time generously gifted to those who would not otherwise have access to professional coaching culminating in our chapter winning the ICF Global “*I Care For*” Award at the Global Leaders Forum in Atlanta in March 2015.

Summary of C4C projects:

1. Mendaki Sense “Careers Rising” Coaching Program
 - a) Kickoff date: 21 Jul 2014
 - b) Coach training day: 14 Jul 2014
 - c) 18 coaches (18 coachees)
2. Centre for Non-Profit Leadership AIC Insight Program
 - a) Kickoff date: 17 Sep 2014
 - b) Coach training day: 18 Jul 2014
 - c) 18 coaches (20 coachees)
3. Centre for Non-Profit Leadership - UBS-CLE

Chapter Activity Report April 2014 - March 2015

- a) Kickoff Date: 25 Sep 2014
 - b) Coach Training Day: 18 Jul 2014
 - c) 16 Coaches (16 coachees)
4. Singapore Innovation Park - Social Innovators Accelerator Coaching Program
- a) Kickoff Date: 14 Jan 2015
 - b) 6 Coaches (6 coachees)
5. Singapore Press Holdings - STJobs Career Fair Laser Coaching Program
- a) Kickoff Date: 28-29 Mar 2015
 - b) 32 Coaches (168 coachees)
 - c) Released Coaches' Profile on SPH

Communications

We renamed this subcommittee "Communications" from "Marketing/PR" to capture the wider activities we carry out through this subcommittee.

1. Newsletter

We continued to send out 3 issues of our newsletter per month. In addition to the President's message updating the community on the latest coaching news, the newsletter showcased the monthly event as well as key information relevant to our members such as more special events, updates from the other subcommittees such as Research and Membership. Additionally, we saw a rise in the number of serviced promotions by local and regional services providers offered to the ICF members at an obligatory discount of 15%. An average of 3 promotion coupons per month were purchased by service providers.

2. Social media

Each committee has been empowered to leverage on social media to promote their activities and offerings and much potential is still to be leveraged on. Facebook connects with 642 individuals, Twitter account has 503 followers, LinkedIn group is 398 members strong. Activity including events, information and news was regularly updated through these channels.

3. Radio Appearances

Our members were invited on a bi-monthly basis for radio interviews on 938 Live "A Slice of Life" hosted by Eugene Low. Coaches spoke on various issues bringing a coaching angle to subjects which matters to the Singapore community at large.

4. ICF Singapore Website

The website saw some general improvement to enable easier access to offerings and seamless experience. Some examples are:

- A new menu tab for Coaches for Community
- Sign-up/expression of for C4C projects online
- Direct mailer of Events feedback forms to members and guests who register online and who subsequently receive their CCEUs automatically via email upon submission of their feedback form
- A new tab for the Research committee to keep the membership updated as to the activities and outputs of the research committee, including information on how to access some journals to review current coaching articles for free.

Chapter Activity Report April 2014 - March 2015

We saw a general increase of advertising through the website. These are generating revenues respecting the interests of our members as business practitioners.

Membership

As of March 2015, we have 303 members. Of those, 130 are credentialed (up from 109 last year). These include 86 ACCs, 38 PCCs and 6 MCCs.

We continued to drive new memberships and access to information on ICF Singapore through New Member Orientation meetings, of which we held three this year attended by an average of 13 people per session.

We held 2 social gatherings for existing and potential members to meet informally. An average of 10 people attended these events and provided positive feedback.

Research

The Research subcommittee is a new one, launched this year. The committee was led by a member of the Exco and supported by 4 dedicated non-Exco members. We identified 3 research initiatives for the year:

1. Conduct a thorough coaching research literature review through Dec 2014 and present it before March 2015 and make it broadly available to the membership. This was accomplished. On Feb. 23, 2015 the review was presented at the monthly meeting which was well attended indicating a strong interest in coaching research among the membership. A number of additional members have asked to join the committee.
2. Create a Directory of coaching organisations, agencies, and professional bodies on the Global, Regional, and National level so members know who is doing what to advance the profession of coaching. This is still a work in progress.
3. Initiate research projects to further our understanding of best practices of coaching in Asia. This year's initiative will focus on "Creating Infrastructures to Support Executive Coaching Within an Organization". This was intended as a multi-year project. We developed a preliminary model and developed an interview schedule. Furthering this research will be a key focus for 2015.

Chapter Activity Report April 2014 - March 2015

Appendix A

List of Events 2014-15

28 April, 2014	Coaching for Measurable Leadership Growth to Develop Leaders in REAL time, by Will Linssen
26 May, 2014	Strengths Coaching 2.0: An Experiential Insight Into Strengths-Based Coaching & Personal Development, by Purva Hassomal and Vidhya Thomas
5 June, 2014	New Member Orientation
30 June, 2014	Build Your 6 Figure Coaching Practice, by Yasmine Khater
23 July, 2014	Engagement Party - Are You Being Served ICF Singapore
25 August, 2014	Cultural Intelligence – Beyond Knowledge To Behavioural Excellence, by Philip Merry
4 September, 2014	New Member Orientation
25 September, 2014	ICF Social Gathering
29 September, 2014	Neuropsychology: How To Deepen Your Ability To Coach And Develop Leaders Through The Science Of The Brain, by Dr. Paul Brown
27 October, 2014	Enabling A Change In Mindset, by Senthil SSG
30 October, 2014	ICF Social Gathering
11 November, 2014	ICF C4C Coaches Thank You and Celebration Evening
24 November, 2014	"Join The EXCO" Information Session
24 November, 2014	How To Build High-performance Teams Through Team Psychological Safety, by Peter Cauwelier
8 December, 2014	Extraordinary General Meeting and End Of Year Extravaganza, by Zsolt Tokoli and Balazs Fogoly
26 January, 2015	A Soul-enriching Talk: Discovering Your Sweet Spot In Life, by Rajiv Vij
28 January, 2015	Coaching In A Thinking Environment, by Candice Smith
29 January, 2015	New Member Orientation
5 February, 2015	Coaching Supervision – What Is It? How Will It Benefit Me And My Coaching Practice? By Leanne Lowish and Jo Birch
23 February 2015	What Works and Doesn't Work in Coaching ... And Where Are We Heading? Hermann Ditzig & the ICF Research Committee
25 February 2015	Peer Coaching
27 February 2015	Peer Coaching
13 March 2015,	Peer Coaching