

THE PRISME D'EXCELLENCE 2016 AWARD

Inspired by the 'PRISM Award' developed by ICF Toronto, this award aims at recognizing remarkable coaching initiatives within Quebec-based companies. It pays tribute to companies and organizations that have implemented a coaching initiative which meets professional standards, sets key strategic objectives, shapes the organizational culture, and creates measurable positive impact for the benefit of the company and its stakeholders.

Why enter?

- Through the **PRISME D'EXCELLENCE 2016 Award**, ICF Quebec gives companies a forum to celebrate their successes and make them known to the coaching and business communities and beyond. There are three categories of companies: Small companies (less than 100 employees), medium-sized companies (100-500 employees) and large companies (over 500 employees).
- Winners will be recognized at the provincial level as state-of-the-art companies who use coaching to develop their management and employees, as well as TO improve net results.
- Winners will receive personalized recognition awards, commemorating the achievement of remarkable results due to their coaching initiatives.
- Winners will be featured on ICF Québec's website and in all communications pertaining to the 2016 International Coaching Week.
- Winners will be authorized to use ICF Québec's **PRISME D'EXCELLENCE 2016** logo for a full year in their corporate and marketing materials.

Eligibility criteria

In order to be eligible for the **PRISME D'EXCELLENCE 2016 Award**, companies must meet the following criteria:

- Be sponsored by a certified coach (ACC, PCC or MCC) and member of ICF Quebec, who has also participated in the coaching initiative with the company.
- Have its head office in Québec.
- Began the coaching initiative at least four months before their candidacy is submitted.
- Demonstrated a significant integration of coaching within the company measured by the proportion of employees who received coaching support.
- That there is an adequate ratio of coaches involved in the coaching initiative to the number of people being coached.
- When two people with a direct reporting relationship benefit from a coaching initiative, two different coaches intervene, one for each person being coached.
- The coaching initiative has yielded concrete and measurable results which are directly linked to the coaching of members of upper management, managers or other individuals within the organization.

- The areas impacted by the results of the coaching initiative may include, but are not limited to the following:
 - Leadership development
 - The effectiveness of teams or groups
 - Problem-solving abilities
 - Health and well-being in the workplace.
 - A work/personal life balance
 - Change management
 - Customer service improvement
 - The development of strong communications skills
 - Employee commitment and engagement
- Immediate supervisors are actively involved in the coaching process with their staff
- During the review of each application, one person from the organization will be able to provide answers to questions or supply additional information regarding the coaching initiative, as may be required by the judging committee.
- The Award winning companies agree that, during the course of the entire year following the date they receive the Award, any non-confidential information about them and the coaching initiatives in their companies may be featured in ICF Québec promotional articles, press releases, videos or any other promotional vehicles associated with their winning the **PRISME D'EXCELLENCE 2016**
- Any company that wins an Award in a given year, must wait a full year before being an eligible candidate for ICF Québec's **PRISME D'EXCELLENCE** Award.

Please email your questions to prisme@icfquebec.org. We'll be happy to answer them as quickly as possible.

PRISME D'EXCELLENCE 2016

Entry Form

Entry forms must be received no later than March 15, 2016 at the following email address: prisme@icfquebec.org.

Sponsoring certified coach						
Last name		First Name				
Email		Phone				
ICF Certification level		ICF Quebec Member Number				
Other participating coaches						
	Last name	First name	Email	Phone	Cert. No	Member No
1						
2						
3						
4						
5						
6						

The prerequisite to be eligible for ICF Québec's **PRISME D'EXCELLENCE 2016** Award is to have begun the coaching initiative at least four months before submitting their candidacy.

COMPANY NOMINATED

Company name		No of employees	
Address			
Status (private, non-profit, government...)		Field (telecommunications, pharmaceutical, etc...)	

COACHING INITIATIVE

Date the initiative began :		Status of coaching initiative (in progress, ended):		End date (if coaching has ended):	
No of coaches involved		Number of employees having received coaching		Number of areas/lines of business /departments involved	

COMPANY SPONSOR

Last name		First name	
Title			
Email		Phone	

Please supply the contact information for one to three additional individuals from the company who are considered to be the main supporters or champions who have supported and encouraged the coaching initiative.

	Last name	First name	Title	Email	Phone
1					
2					
3					

SUMMARY OF INITIATIVE

As a sponsoring coach, please describe briefly the reasons which lead you to believe that the company you are recommending should be nominated for the **PRISME D'EXCELLENCE 2016 Award**

Describe the general scope of the coaching initiative (in 250 words or less).

Detailed evaluation criteria

**** NOTE: In the following sections of this nomination form, so as to respect the private life of all participants, we ask that you please avoid mentioning the names of the persons involved or giving any information that would allow us to identify them. As needed, please use the generic form (for example, the person being coached, the organization, the field, etc...)*

Standards: Present concrete examples of how the coaching initiative was implemented, in such a way as to highlight the application of strict professional standards, the excellence of the industry, or the best coaching practices within the organization. Examples may include, but are not limited to the following elements (in 250 words or less):

- The coaches involved are ICF certified
- The coaches involved graduated from a coaching school which is recognized by ICF.
- ICF's Code of Conduct was respected (for example, confidentiality was respected during the coaching sessions).

Strategy: Present specific examples showing that the company's objectives, strategic priorities or specific objectives were respected in the framework of the coaching initiative. Examples may include, but are not limited to the following elements (in 250 words or less):

- The coaching initiative is in line with the organization's mission, vision and values.
- The coaching initiative is in line with the organization's business goals.
- Human resources were hired and financial resources provided to support the coaching initiative.
- The coaching initiative quickly led to concrete results, meeting the needs of the employees or the organization.
- Coaching has become a fundamental factor of team consolidation.

Sustainability: Present examples which illustrate that coaching is now part of the company's corporate culture, that it is integrated in standard practices, in the employees' development plans or identify how the company intends to act in the future so that coaching remains a standard practice. Examples may include, but are not limited to the following elements (in 250 words or less):

- Leaders, who occupy a strategic position within the company, efficiently promote and communicate the coaching strategy.
- Coaching has become one of the company's favoured solutions compared to the other development approaches.
- Coaching is used in leading edge fields (for example, human resources management, succession planning, and professional skills development for employees).
- Coaching remains present and is part of the company's budgets, in the same way as budgets allocated for operations or infrastructure.
- The organization's leadership style has changed in a positive way thanks to coaching.

Impact: Present observable and measurable detailed results, which underline the value, the influence or efficiency of the coaching initiative. Examples may include, but are not limited to the following elements (in 250 words or less):

- The integration of coaching within the company is measured through the number of employees or the proportion of the work force who benefit from coaching support.
- Testimonials from employees who benefited from coaching support show the scope and/or the depth of the coaching initiative.
- There are observable and measurable indicators, which show that coaching has contributed to an increase in the level of employees' commitment and well-being in the workplace (for example less stress, increased level of mobilization, objectives reached more quickly).

We have seen concrete evidence of the return on investment (ROI) of coaching, a direct impact on the company's finances or in sectors where a measurable positive monetary impact was achieved.

Coach's signature Certified as a sponsor		Date	
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