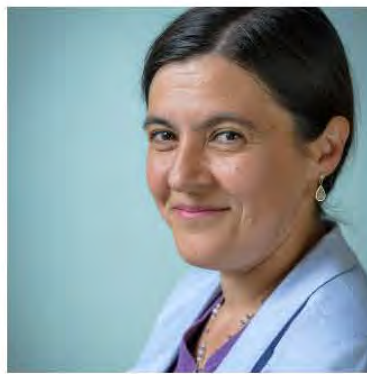
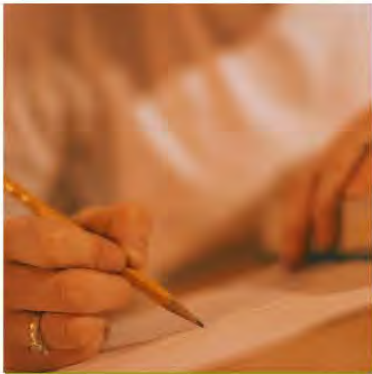


# GRADUATE YEARBOOK

## 2022

*Showcasing our Graduate Coaches  
from Around the World*



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## GLOBAL PROGRAMS

### ADVANCED PROGRAM

**Carine Alcabas**, Life Coach, FRANCE

**Carrie Cullen**, Leadership Coach, UNITED STATES

**Laura Davison**, Empowerment Coach, UNITED KINGDOM

**Caryl Earwaker Luethy**, Transformation and Resilience Coach, SWITZERLAND

**Leslie Ford**, Education Coach, UNITED STATES

**Rob Hands**, Leadership Coach, SINGAPORE

**Charlotte Hoekstra-Theeuwes**, Life Coach NETHERLANDS

**Karin-Ann Holley**, Life Coach for Educators, NETHERLANDS

**Monica Le Crom**, Transformational Coach, NETHERLANDS

**Suyin Ong**, Cancer & Parent Coach, MALAYSIA

**Synnøve Thue**, Transformational Coach, NORWAY

**Smaragda Tsopanaki**, Purpose and Career Coach, NETHERLANDS

**Lynn Winterboer**, Agile Teams and Widow Coach, UNITED STATES

**Lichenyang Zhou**, Intimate Relationship Coach, CHINA

### PROFESSIONAL PROGRAM

**Mariam Alloush**, Growth Mindset Coach, CANADA

**Ahmad Almarzooqi**, Life Coach, UNITED ARAB EMIRATES

**Ghadeer Alsulami**, Transformational Coach, SAUDI ARABIA

**Camila Azevedo**, Self-Discovery Coach, SINGAPORE

**Lutfi Bafagih**, Development and Growth Coach, SAUDI ARABIA

**Adam Bakai**, Personal Coach, GERMANY

**Suma Balu**, Executive Coach, UNITED STATES

**Cauvery Bhalla**, Transformational Coach, INDIA

**Marc Blais**, Leadership Coach, CANADA

**Audrey Bolo**, Career Coach, KENYA

**Donald Borg**, Transformational Coach, AUSTRALIA

**Adam Bower**, Leadership Growth & Community Transformation Coach, IRELAND

**Annalisa Bracciante**, Transformational Coach, ITALY

**Claire Braunwald**, Change Coach, HONG KONG

**Marcela Bubnikova**, Life Coach, SWITZERLAND

**Donna Burdge**, Executive Coach, UNITED STATES

**JeongJu Byun**, Transformational Coach, UNITED KINGDOM

## PROFESSIONAL PROGRAM (CONT.)

**Maryan Cabdi**, Parent Coach, UNITED KINGDOM

**Dennis Carpio**, Executive Coach, UNITED KINGDOM

**Francesca Castagnetti**, Life-Design Coach, ITALY

**Flo Cheever**, Personal Relationships and Life Mastery Coach, UNITED STATES

**Annie Chen**, Multi-Culture Coach, UNITED STATES

**Alessia Cianflone**, Stress-Life Coach, UNITED STATES

**Marcello Cicerone**, Business Coach, ITALY

**Lydia Cloos**, Life Coach, COSTA RICA

**Geni Cobb**, Life Coach, UNITED STATES

**Emily Cornell**, Life Coach, UNITED STATES

**Douglas Cryns**, Confidence Coach, GERMANY

**Margaux Cunin**, Business Transformational Coach, GERMANY

**Tessa D'Arcangelew Ampersand**, Transformational Coach, UNITED STATES

**Annabella Da Encarnacao**, Leadership Coach, GERMANY

**Stefanie Degen-Schmidt**, Life Coach, UNITED STATES

**Barbara DeMatte**, Business Coach, UNITED STATES

**Joanna Dingle**, Executive Coach, UNITED STATES

**Lisa Dorries**, ADHD Coach, UNITED STATES

**Maya Dreifus**, Career Coach, UNITED STATES

**Mai Dyab**, Stay At Home Mom Coach, JORDAN

**Marine Erasmus**, Purpose Coach, AUSTRALIA

**Karolina Fotyga-Lipinska**, Transformational and Executive Coach, NETHERLANDS

**Paola Gallucci**, Transformational Coach, UNITED KINGDOM

**Shruti Garyali**, Transformational Coach, INDIA

**Jana Glezova**, Expatriate Coach, CZECH REPUBLIC

**Mareva Godfrey**, Parent Coach, UNITED STATES

**Manuel Guerreiro**, Executive & Life Coach, PORTUGAL

**Susan Haffner**, Life Coach, UNITED STATES

**Anja Haman**, Performance Coach, CANADA

**Ziad Hamdan**, Life Coach, SPAIN

**Ute Hauck**, Career Coach, AUSTRALIA

**Dominique Hawkins**, Career & Work Wellbeing Coach, UNITED STATES

**Kathryn Hoff**, Leadership & Career Coach, UNITED STATES

**Jessica Hull**, Empowerment Coach, AUSTRALIA

**Eitan Israelski**, Wellness Coach, ISRAEL

**Alexandra Jimenez**, Career Coach, SWITZERLAND

**Lynette Jordan**, Life Coach, UNITED STATES



## PROFESSIONAL PROGRAM (CONT.)

**Mirian Kachikwu**, Personal & Business Transformational Coach, NIGERIA  
**Uljana Kalinova**, Life & Career Coach, LATVIA  
**Aneta Kantarowska**, Life Coach, NETHERLANDS  
**Ana Kardonski**, Conscious Living Coach, EL SALVADOR  
**Malindar Jit Kaur**, Mindfulness & Wellbeing Coach, MALAYSIA  
**Parbatie Khan**, Transformational Coach, TRINIDAD & TOBAGO  
**Brenda Kirkwood**, New Hire Integration Coach, CANADA  
**Kalliopi Koufopoulou**, Life Coach, UNITED KINGDOM  
**Russel Kruger**, Life Coach, SOUTH AFRICA  
**Ruth Kwakwa**, Young Adults Coach, GHANA  
**Sara Kwon**, Relationship Coach, UNITED STATES  
**James Levin**, Business Coach, UNITED STATES  
**Sing Lee Lim**, Career, Performance, Transition Coach, SINGAPORE  
**Kim LiPira**, Business Coach, UNITED STATES  
**Mauro Locarnini**, Executive Coach, SWITZERLAND  
**Louise Yin Luo**, Life & Career Coach, UNITED KINGDOM  
**Valentina Mallardo**, Transformational Coach, AUSTRALIA  
**Miranda Meng**, Leadership Coach, TAIWAN  
**Lyda Michopoulou**, Transformational Coach, GREECE  
**Alison Mitchell**, Leadership Coach, NETHERLANDS  
**Tatiana Mitroi**, Personal & Professional Development Coach, SWITZERLAND  
**Jessica Mizerak**, Burnout & Motivation Coach, SPAIN  
**Alana Moor**, Mindset Coach, CANADA  
**Madalyn Morris**, Purposeful Aging Coach, UNITED STATES  
**Nadezda Nedospasova**, Care & Resilience Coach, LATVIA  
**Joseph Neizer**, Young Couples & Retirement Coach, CANADA  
**Kristin Oberweger**, Life Coach, AUSTRIA  
**Olayide Odediran**, Transformational Coach, NIGERIA  
**Julia Paulsson Jandl**, Relationship Coach, AUSTRIA  
**David Peterson**, Optimization Coach, CANADA  
**Willis Phua**, Business Coach, SINGAPORE  
**Marta Potulna**, Leadership & Optimal Performance Coach, AUSTRALIA  
**Heather Prentice Schmidt**, Identity & Empowerment Coach, CANADA  
**Ann-Marie Purvis**, Executive Coach, SWITZERLAND  
**Jonathon Regan**, Transformation in Education Coach, NETHERLANDS  
**Marija Rooz**, Life Coach, GERMANY  
**Maurizio Salucci**, Transformational Coach, ITALY  
**Marcel Sanchez**, Marriage Coach, UNITED STATES  
**Steve Sankar**, Transformational Coach, TRINIDAD & TOBAGO  
**Anna Schwaiger**, Life Coach, CANADA  
**Elena Scolaro**, Career & Business Coach, ITALY

## PROFESSIONAL PROGRAM (CONT.)

**Tracy Sharp**, Design Thinking Coach, ITALY  
**Fiona Shaw**, Transformational Coach, UNITED KINGDOM  
**Sophie Somers**, Life Coach, GERMANY  
**Potsakorn Srisophon**, Business Coach, THAILAND  
**Michele Steele-Jordan**, Leadership & Life Coach, UNITED STATES  
**Maria Stefansdottir**, Executive & Career Coach, ICELAND  
**Angela Stockinger**, Career Coach, SPAIN  
**Rob Street**, Child & Education Coach, HONG KONG  
**Meaghan Sullivan**, Performance Coach, UNITED STATES  
**Mark Tan**, ADHD Coach, SINGAPORE  
**Olya Taran**, Life Coach, UNITED STATES  
**Austin Tay**, Executive Coach, SINGAPORE  
**Ying Yong Tee**, Business Coach, SINGAPORE  
**Crystal Thompson**, Transition Coach, UNITED STATES  
**Romina Tollerutti**, Health & Wellness Coach, UNITED STATES  
**Serena Truong**, Executive Coach, SINGAPORE  
**Lilly Turner**, Lifestyle Coach, SINGAPORE  
**Andrea Vacciano**, Leadership Coach, UNITED KINGDOM  
**Vineetha Valsa Kumar**, Career Coach, UNITED ARAB EMIRATES  
**Bart Van Grinsven**, Life & Business Coach, SPAIN  
**Anna Vaughan**, Leadership Coach, SINGAPORE  
**Julia Viladomiu**, Motherhood Coach, NEW ZEALAND  
**Ying Shing Wai**, Agile Coach, HONG KONG  
**Jennifer Walker**, Life Coach, UNITED STATES  
**Mark Wavle**, Career & Agile Coach, UNITED STATES  
**Jessica Weibel**, Life Coach, SWITZERLAND  
**Raphael Weninger**, Life Coach, AUSTRIA  
**Michelle Wiebach**, Transformational Coach, UNITED STATES  
**Beth Williams**, Early/Mid-Career Coach, UNITED STATES  
**Ruth Wright**, Climate Activists Coach, ITALY  
**Dana Wu**, Career Coach, UNITED STATES

## CERTIFIED BRIDGING PROGRAM

**Alina Bebia**, Life Coach, ROMANIA  
**Catalin Bebia**, Life Coach, ROMANIA  
**Mandy Leung**, Transformational Coach, SINGAPORE  
**Ufuk Mahmutyazicioglu**, Life Coach, SWITZERLAND  
**Tim Sandock**, Executive Leadership Coach, SWITZERLAND  
**Margit Takacs**, Change & Culture Coach, SWITZERLAND

## GROUP COACHING PROGRAM

**Mai Dyab**, JORDAN

**Manuel Guerreiro**, PORTUGAL

**Lynette Jordan**, UNITED STATES

**Mirian Kachikwu**, NIGERIA

**Juliana Landmann**, SWITZERLAND

**Catherine Schwab Wildi**, SWITZERLAND

**Nadja Sirotkina**, SWITZERLAND

**Jennifer Topinka**, UNITED STATES

**Serena Truong**, SINGAPORE

## VOCATIONAL PROGRAM

**Carlo Carcano**, Transformational Coach, ITALY

**Dahlia Darweesh**, Business Coach, AUSTRALIA

**Michelle Dean**, Life Coach, UNITED KINGDOM

**Emilie Gagnon**, Life Coach, FRANCE

**Raluca Hutanu**, Transformational Coach, SPAIN

**Juliana Lim Siok Hian**, Life Coach, BRUNEI

**Robin Yates**, Mental Fitness Coach, UNITED STATES

## WORKPLACE PROGRAM

**Charmrath Aroonratana**, MALAYSIA

**Anna Baroyan**, ARMENIA

**Fabio Bonanno**, ITALY

**Natasha George-Ryan**, TRINIDAD & TOBAGO

**Fedrick William**, GERMANY

## LIFE DESIGN PROGRAM

**Veronica Baraldi**, PORTUGAL

**Elio Danzé**, ITALY

**Karyn Kingston**, AUSTRALIA



# AFRICA

MARRAKECH  
MOROCCO



## AUDREY BOLO

Career Coach, KENYA



I really appreciated all the practical opportunities to apply and improve my coaching skills in Mentor Coaching, Observed Coaching and especially the sessions with my Peers.

I am an internal Career Coach at work and I also plan to start my own private coaching practice part-time to support professionals of colour through transitions or towards career and business goals.

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## MIRIAN KACHIKWU

Personal and Business Transformational Coach, NIGERIA



My most memorable moment of training was the Observed Coaching course. I was initially very scared but it provided an opportunity for very practical learning. I found that my confidence grew considerably during that process.

I will use coaching to support African leaders and owners of businesses (both in Africa and the diaspora) in their uniquely challenging journey in our contemporary world.

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## RUSSEL KRUGER

Life Coach, SOUTH AFRICA



There were so many moments, I loved the mentor classes and the feedback sessions. I am setting up an academy where we will be doing group and one on one coaching.

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## RUTH KWAKWA

Young Adults Coach, GHANA



I coach older teens and young adults to navigate their twenties and build muscle while making some of their first major life and career decisions. My practice seeks to help young adults understand, interrogate, and even disrupt some of the norms that are handed to them, and to reframe their understanding of the power of choice as they become more independent.

ICA re-ignited my previous career, allowing me to create a powerful and relatively new support option for young adults, in Ghana and beyond.

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## OLAYIDE ODEDIRAN

Transformational Coach, NIGERIA



My most memorable moment for me was finally making sense of all the competencies in preparation for my 3rd observed coaching session and my Trainer actually recognised this shift!

I will use coaching to assist individuals with dyslexia and support those transitioning through life changes. My coaching skills will be valuable in enhancing the effectiveness as a coach in both areas of work.

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# ASIA

SINGAPORE



## CAMILA AZEVEDO

Self-Discovery Coaching, SINGAPORE



The beginning of the program was very overwhelming but as I got the hang of it, it was amazing. It was a self-discovery process for me as I learned and found myself as a coach.

I plan to integrate coaching into my own business and expand my services by offering coaching sessions. I have fallen in love with coaching and know it will have a big part in my future professional life.

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## CAUVERY BHALLA

Transformational Coach, INDIA



The Peer Coaching and Mentor Coaching sessions were phenomenal. I plan to build my own coaching practice. My mission is to inspire people to rewrite their own tales so that the conclusion brings them joy, fulfillment, inspiration, and a sense of accomplishment.

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## CLAIRE BRAUNWALD

Change Coach, Hong Kong



I would say that my first session as a coach in Mentor Coaching was a highlight as "I made it and I can continue to do this". Meeting wonderful human beings from all around the world and observing everyone's kindness with the process was also very inspiring. I loved the classes and Mentor Coaching sessions in smaller groups where stronger synergies would happen.

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## SHRUTI GARYALI

**Transformational Coach, India**



I really enjoyed all the practical labs and live practice coaching sessions. They helped me understand that everyone has a unique way of looking at the world and no one way is the right way. I became more patient to others' version of life and situations. I felt safe being nervous or vulnerable in front of the trainers and peers - which was very important for my personal growth. I knew I could make mistakes and would be supported. Thank you!

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## ROB HANDS

**Leadership Coach, SINGAPORE**



The highlight for me was the wonderful people I have met.

I researched the effect coaching can have on the motivation of employees. Coaching, if successful, has the ability to improve productivity, increase creativity, and reduce staff attrition. All of these result in significant savings and improved financial performance for the organizations and the broader global economy.

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## MALINDAR JIT KAUR

**Mindfulness and Wellbeing Coach, MALAYSIA**



I plan to start my coaching practice, and will coach not only myself but also others via pro-bono work.

As a yoga and meditation practitioner, I have practiced breathwork for many years. Many breathwork techniques can be incorporated into the coaching practice. My JOY coaching model advocates breathwork as a tool to go deeper within ourselves to access the inner JOY

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# PERSPECTIVES ON THE UNCONSCIOUS IN TRANSFORMATIONAL COACHING

Synnøve Thue  
*Transformational Coach*

The psychodynamic approach to coaching has been around for many years and is still an effective tool for helping people to grow their awareness in a deeply meaningful way.

This approach is based on the theories of both Sigmund Freud and Carl Jung, who believed that unconscious thoughts and feelings influence our behavior. This approach can be used to help clients identify and modify unconscious drives and motivations, leading to greater self-awareness and personal growth. By understanding how the past affects the present, the psychodynamic approach can help clients to understand the reasons behind their current behavior and to make positive changes. It can also help clients develop insight into their own personalities, allowing them to make better decisions and move forward with their life more meaningfully.

With the proper understanding and professional approach to differentiate between coaching and therapy, the psychodynamic approach can be a potent tool for personal growth and transformation.

A dynamic relationship between various parts of the mind is at the center of the psychodynamic model, which focuses on unconscious processes in human behavior. Since Freud's (1922) description of psychoanalysis, there have been many alterations, some of which have built on Freud's ideas and his focus on instinctual drives, while others have offered drastically different conclusions. Jung (1956) split off to form 'analytical psychology' in which the Self and archetypes play a major role, resulting in a split between Jungian and Freudian approaches... [Read more](#)

*Synnøve is a Transformational Coach Living in Norway. She specialises in deep identity work and aims to empower brave people to do incredible things. Synnøve is also completing university studies in psychological sciences.*





## MANDY LEUNG

**Transformational Coach, SINGAPORE**



My highlight was getting to know and connect with different Peer Coaches around the world. My plan is to apply coaching in the organization I currently work for.

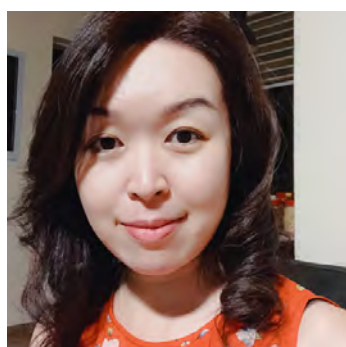
I developed a Coaching Model (5E) to assist coaches in guiding young emerging managers to discover the meaning/purpose of their lives, as well as to empower and energize them to find their solutions.

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## SING LEE LIM

**Career/Performance/Transition Coach, SINGAPORE**



There was one time when I played a client role in a Coaching Lab - the Trainer guided the practicing coach to unearth my limiting belief about myself, which was so powerful! I truly benefited from the power of coaching. I have discovered more about myself and learned how to move forward and live a more fulfilled life. I am grateful to have taken this program.

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## JULIANA LIM SIOK HIAN

**Life/Career Coach, BRUNEI**



The most memorable moment was going through Mentor and Observed Coaching. The support from peers allowed me to practice and get coached. I've learned to enjoy the journey rather than focusing on the destination.

I have started applying coaching at work as a career coach. My plan is to grow my coaching practice organically.

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## MIRANDA MENG

Leadership Coach, TAIWAN



Peer Coaching and Observed Coaching were highlights for me. (Absolute a big THANK YOU to all the teachers/facilitators/coaches at ICA!)

Through coaching, I support people to believe in themselves, appreciate the world, and create the best outcome.

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## SUYIN ONG

Cancer & Parenting Coach, MALAYSIA



I learnt from great Mentor Coaches and had the opportunity to connect with and learn from Peer Coaches around the world. I strongly believe that everyone can unleash and actualize their potential if we know our unique strengths and have tools to overcome our challenges.

The two niches I will embark on are interwoven in my life and come with distinctive challenges: Parenting and Oncology-related Coaching

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## WILLIS PHUA

Business Coach, SINGAPORE



Peer coaching definitely stands out. It is a beautiful journey of learning and self-discovery. Mentor coaching comes a close second. Having to "peer coach" in a public setting in a safe environment accelerated my learnings. First and foremost, the most valuable part of coaching is to work on myself.

Coaching compliments my role as an HR practitioner and allows me to build meaningful relationships and elevate people around me.

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## POTSAKORN SRISOPHON

**Business Coach, THAILAND**



In some Asian countries, subordinates follow instructions in a way that reflects a top-down culture. Executives must shift their role from controllers to motivators to achieve better results. Coaching finds what works best in a given environment, rather than dictating how to move forward.

I appreciated being able to see and hear others' learning while developing my own coaching skills.

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## ROB STREET

**Child & Education Coach, Hong Kong**



Working with a client is not about helping them solve a problem, but about giving them the tools and space to learn more about themselves and how they interact with that problem.

I use coaching daily when teaching myself, and also with children who are struggling with some aspect of their life, often their school life. I also coach teachers in developing their teaching practice.

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## MARK TAN

**ADHD Coach, SINGAPORE**



The highlight for me was meeting all the new friends I have. I plan to help people with ADHD live their best life.

During my studies I explored the research undertaken to create an ADHD coaching model. I included selected research from psychology, neuroscience and psychiatry. These findings were then used to inform the creation of a coaching model customized to support individuals with ADHD.



## AUSTIN TAY

Executive Coach, SINGAPORE



I really enjoyed the classes and also the practical insights and mentoring from all the trainers. I have also made some great friends along the way.

Coaching has been part of my offering in my consulting work. I want to use my enhanced learning in ICA to serve my clients even better.

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## YIN YONG TEE

Business Coach, SINGAPORE



My most memorable moment of training was during my first Mentor Coaching where I first encountered coaching by other Peer Coaches. My next memorable moment is during my last Observed Coaching when I realised I have developed so much since my first session.

I plan to use coaching to support my future clients and partner with them to reach their full potential. I will also help others as a pro bono activity.

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## SERENA TRUONG

Executive Coach, SINGAPORE



Every part of the program was memorable. Picking up this skill with ICA has helped me to discover my true self. It has helped to build my own confidence and it has shown me a practice and method to help others.

And, through all this, the cherry on top of the pie is making true friends in the course of going through this journey. Thank you ICA.

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## LILLY TURNER

Lifestyle Coach, SINGAPORE



The Observed Coaching was a highlight for me; that and all the happy moments during the Italian program. I would love to help people bring lightness to their lives and live a healthier lifestyles by learning how to take care of themselves. Improving my knowledge of Lifestyle Medicine and Nutrition I would love to help people improve their health.

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## ANNA VAUGHAN

Leadership Coach, SINGAPORE



The most memorable moment was doing a Mentor Coaching session and feeling like I have hit as many PPC Markers as I was able to in the 20 minute time frame.

I plan to use my coaching skills in my corporate organisation. A large part of my role is leadership development. I will facilitate leadership development conversations.

[View LinkedIn](#)



## YING SHING WAI

Agile Coach, Hong Kong



I wanted to quit but I got a lot of encouragement and support from Mentors (esp. the Trainers) and Peers. I tried again and came to the end of this journey.

I will use coaching in daily work for developing the internal or external culture and team behaviours. So that the people around me feel happy and proud of what they are doing as they feel the meaning of life.

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**LICHENYANG ZHOU****Intimate Relationship Coach, CHINA**

The most memorable moments are the Peer Coaching moments. I have received so many great friends through joining this program, and we were able to share and grow together!

I am planning to combine it with my meditation practice and help more people to receive the support they need to shine in life!

[View Portfolio](#)

## OVER 3,000 UNIQUE COACHING MODELS

### Coaching Specialization is the Key to Success

Most ICF accredited programs will teach core coaching skills such as active listening, powerful questioning, effective feedback, coaching presence and facilitating growth.

These are all essential skills, but what's different about ICA is that we don't teach these concepts within a singular theoretical framework. Rather we embed the coaching skills in a range of theories and models and then help you find your place within that.

You might have a leaning towards positive psychology in which case your coaching style would reflect that. Or you might be a systems thinking person, or interested in brain based coaching. Whatever it is, we work with your interests and strengths and help you create a coaching process and model that is unique to you and the people you will be working with.

**ICA COACHING MODELS**



# AUSTRALIA & NEW ZEALAND



SYDNEY  
AUSTRALIA

## DONALD BORG

Transformational Coach, AUSTRALIA



Each time I attended a Zoom session the energy in the 'room' was palpable. The learnings, and sense of comradery and belonging were just incredible.

I intend to use coaching to continue improving myself and be a better leader, father, husband, and member of society. I want to inspire greatness. Leading by example is a first step, practicing my new acquired coaching skills is the next logical step.

[View Portfolio](#)

## DENNIS CARPIO

Executive Coach, AUSTRALIA



My most memorable moment was during Observed Coaching and Mentor Coaching sessions. I learnt a lot from the feedback I got from the Mentor Coaches, and from observing my Peers coach.

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## DAHLIA DARWEESH

Business Coach, AUSTRALIA



I really enjoyed the Power Tools sessions. I plan to use coaching in my work as a Senior Manager Sustainability Strategy with Rabobank Australia. Perhaps at a later stage, I'll become a full-time coach.

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## MARINE ERASMUS

Purpose Coach, AUSTRALIA



The most memorable moment for me was crying in one of the classes! Oh my goodness. I was at that point that every student goes through - zero confidence, feeling I'll never get it right, nothing comes naturally, etc. Haha! The Trainer of course was wonderful and "coached" me through it... ICA was a wonderfully enriching experience that I would recommend to anyone interested in becoming a coach.

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## UTE HAUCK

Career Coach, AUSTRALIA



My first mentor coaching session was amazing. It was late at night and I was more tired than nervous, but very happy about the feedback and the moral support of the ICA Trainer.

I will use my coaching skills to coach medical students and physicians, and I would also like to implement lifestyle coaching as a fellow of the Australasian Society of Lifestyle Medicine.

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## JESSICA HULL

Empowerment Coach, AUSTRALIA



Relationships are paramount in all that we do and I have sincerely appreciated the Peer Coaching and connections. I plan to develop my skills and refine the coaching craft and create a personal/professional development program for groups or organisations. I am also a financial planner and, in time, I would like to incorporate coaching into the package I offer clients.

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{ Research Paper

# MEDICAL EDUCATION

## Implementing Coaching into Medical Education

Ute Hauck  
Career Coach

Coaching in medicine has emerged over recent years and ranges from coaching medical students to doctors and patients.

Coaching is a powerful tool that supports student well-being during their studies and improves academic performance. Physicians also benefit from coaching to cope with personal and professional challenges and reduce burnout.<sup>1</sup> Patients have opportunities to receive health coaching to support them in accomplishing their health-related goals.<sup>2</sup>

This research article focuses on the relevance of coaching undergraduate and postgraduate medical students, described as "Academic Coaching".<sup>3</sup> Embedding coaching into medical education is "unlocking a person's potential to maximise their own performance".<sup>4</sup> As a medical doctor and lecturer at various medical schools, I have observed that many students encounter similar challenges during their educational journey.

Prior to entering a medical course, competitive selection processes already add to uncertainty or fear of failure. Once admitted, many students face complex

lifestyle changes while transitioning from school, undergraduate studies, or an established career into medicine. Often students identify previous learning styles as insufficient to cover the course content. Several students, especially in postgraduate medical courses, feel like an imposter and are afraid to share this concern with their peers.

Identifying their learning style and choosing between a broad range of student-created resources and those recommended by the university fills students with uncertainty and anxiety... [Read more](#)

*Ute has a background in Coaching, Medicine, Finance, Business Development and Higher Education, stemming from education in Germany and Australia. She plans to coach medical students and physicians and implement lifestyle coaching as a fellow of the Australasian Society of Lifestyle Medicine.*





## VALENTINA MALLARDO

Transformational Coach, AUSTRALIA



I believe what I am most taking away from ICA is the powerful uplifting, inspiring, and expanding energy generated during the classes, especially in the Italian program. The Trainer and the amazing souls I have had the honour to share paths with; their presence, vulnerability, and contribution have deeply changed me. I will be forever grateful to ICA and to all the people I met for making this year one of the most transformative years of my life.

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## MARTA POTULNA

Leadership &amp; Optimal Performance Coach, AUSTRALIA



At ICA I met the most wonderful Peer Coaches and the most professional Trainer Coaches I could have asked for.

My Research Paper explores the concept of flow and examines its applications in coaching clients from a place of daily frustration to a place of everyday flow.

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## JULIA VILADOMIU

Motherhood Coach, NEW ZEALAND



I came to coaching after years of feeling a bit lost. After working in the educational system for years I realized that I enjoyed the one to one with parents. I became a mother myself and realized how transformational this event is. My interest grew to the point that I want it to make it my life career.

ICA has been an amazing place to learn the skills I need to excel in this job and help others in transition to get where they want to be.

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# CENTRAL & SOUTH AMERICA

CASTRO CITY  
SOUTH AMERICA



## LYDIA CLOOS

Life Coach, COSTA RICA



I think my highlight would have been Observed Coaching. I was really nervous and the Trainer was such a great mentor. It was 5 weeks full of learnings and development.

Coaching is a powerful tool to support people on a journey of change. With a focus on self-development, emotional well-being and international Lifestyle, I want to concentrate on people interested in those topics.

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## ANA KARDONSKI

Conscious Living Coach, EI SALVADOR



I thoroughly enjoyed Observed Coaching and I grew significantly as a Coach at ICA.

I will provide one on one coaching to individuals who are looking to shift into more positive ways of thinking and being. I will also impart online personal development workshops to women who would like to become more conscious of how they are living.

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## PARBATIE KHAN

Transformational Coach, TRINIDAD AND TOBAGO



My highlight was when I recognised that although I bring my experiences and learnings, coaching is a language all of its own; one that requires me as the Coach to be vulnerable... to be open to not knowing! Coaching is not directing but rather being a channel through which the client explores and undergoes his/ her own metamorphosis and so grows into his/her Best Self.

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**STEVE SANKAR**

Transformational Coach, TRINIDAD AND TOBAGO



I loved engaging with highly competent trainers and remarkable students from around the world. I aim to support clients with achieving success in their lives, by rediscovering self-respect and their true value, thereby creating a happy and meaningful life.

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## JOIN A CONNECTED, GLOBAL COMMUNITY

**Network**

### Connect with 1000's of coaches worldwide

CoachCampus is a global community of ICA Students and Graduates. Coaching networks and alliances are created and friendships are formed.

Each month we share coaching and business prompts to help our coaches develop their own reflective coaching practice and stretch their business knowledge and development.

There is also a space dedicated to watching, analyzing and discussing the ICF Core Competencies in recorded Coaching Demos.

Ans of course there is the ICA Peer Coaching Program, which is supported by a searchable Members Directory. You can find any coach, in any location.

So, join us to engage with the ICA community in the Campus.

[FIND OUT MORE](#)



# EUROPE

ROME  
ITALY



## CARLINE ALCABAS

Life Coach, FRANCE



The Observed Coaching Course was memorable for me, and also all the amazing people I met during my Peer Coaching.

I completed my Research Paper on COVID Coaching to demonstrate how coaching can help people cope, manage and recover from all the mental and physical challenges brought on by COVID over the past two years.

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## ADAM BAKAI

Personal Coach, GERMANY



My Coaching Model is based on how we can become better versions of ourselves through becoming more aware of what we are good at and what our weak spots might be. During my studies I explored how we could coach politicians to trust each other more and work together, even across different parties on important causes.

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## ALINA BEBIA

Life Coach, ROMANIA



I plan to add coaching to the services portfolio I already offer to my customers in the business environment. I also wish to use coaching in my relationship with my children; one teenager and twins soon to be teenagers.

My most memorable moment at ICA was the moment I succeeded to make the switch from asking leading questions to using powerful questioning.

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## CATALIN BEBIA

Life Coach, ROMANIA



I plan to use coaching to help my team members, peers and colleagues at work progress towards their goals, either professional or personal.

My memorable moment was the first contracting session during the early days of training - it was like learning how to ride a bicycle: you know the theory but practice makes the difference.

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## ADAM BOWER

Leadership Growth &amp; Community Transformation Coach, IRELAND



The most valuable thing about this program was connecting with people all around the world and challenging myself to grow.

In my coaching practice I create space, energy & experiences with people, teams, communities and whole organisations so we can all learn together, be better together & create life-changing ways to make a greater impact.

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## ANNALISA BRACCIANTE

Transformational Coach, ITALY



I loved the Labs at ICA; I could ask questions, get clarity by observing and by doing. I was able to focus on specific competencies one at a time, which made it easier for me to comprehend the subtleties of some concepts.

I serve clients who wish to reconnect with their "truest call" and want to self-realize but somehow feel stuck in the process. 4 elements are key in my work: deep inner listening, being in the body, imagination and visual tools.

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## MARCELA BUBNIKOVA

Life Coach, SWITZERLAND



I really enjoyed meeting great new people and learning new perspectives, for example, I found the Power Tools Course very useful and developed my own tool "Acceptance vs Denial"

I plan to help people to find their confidence and have a quiet life.

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## JEONGJU BYUN

Transformational Coach, UNITED KINGDOM



Connecting with peers was the best part of the course and sharing ideas and experiences. I am planning to blend coaching with my project management expertise in leadership development consulting industry.

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## MARYAN CABDI

Parent Coach, UNITED KINGDOM



I really admired the highly skilled and professional trainers, I appreciate how each one of them offered me gorgeous learning and wisdom. I used to attend all classes more than 3 or 4 times because I really enjoyed them.

I plan to use my coaching skills to support my own growth and add value to other people's growth as well. My niche is parents.

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## CARLO CARCANO

Transformational Coach, ITALY



I loved the incredible human connections between peers. Some of them became very close beloved friends and partners. My plan is to support individuals and groups through coaching to create unity.

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## FRANCESCA CASTAGNETTI

Life Coach, ITALY



The most valuable and memorable moments for me were two: the first one was a gift from my Trainer, when she facilitated the realisation that I was somewhat dependant on other people's validation, and the second moment was when I finally identified my two limiting beliefs.

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## MARCELLO CICERONE

Business Coach, SWITZERLAND



The highlights for me were the lessons with our Trainer and discussions in the Italian cohort, and finally the Observed Coaching intense weeks, working with fellow coaches and with my coachees.

I will use coaching mainly on the job in my organisation, as a people manager and internal coach.

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{ Research Paper

# SAHAJA YOGA MEDITATION

Coaching and Sahaja  
Yoga Meditation

Monica Le Crom  
*Transformational Coach*

When I was working in the corporate world, there came a point in my life where everything was out of balance.

I was working long days, had a lot of responsibilities and I would come home tired and irritable, just to work some more. I had lost myself in work and was no longer doing those things that gave me energy and joy. As a result, my relationship with my family deteriorated. This was all made worse by my incapacity to stop the avalanche of thoughts racing in my mind and as a result, I was not able to sleep more than 3 hours a night. After several months of this, my physical health and the quality of my work were deteriorating rapidly due to sheer tiredness, and it was impacting negatively both my relationships at work and personally. In retrospective, there were a lot of disbalances going on in my life and if I had known of coaching back then, I am certain it would have helped me gain control of the situation with some focused work on my side

However, I did not know of coaching and something else that turned out to be fundamental for change came into my life instead: Sahaja Yoga meditation.

I started practicing this meditation and within a month I was back to having full 8-hour nights of sleep. That was the first astonishing visible change. But there were many other changes facilitated by this meditation, that little by little, effortlessly, and organically, brought back balance into my life. A couple of years later I discovered coaching and decided one day I would become a coach. It took me 8 years to make the step. And, if I had had a coach, I would have certainly made the step much earlier.

In this paper, I explore how Sahaja Yoga meditation practice can support the work coaching helps a person to do, and how coaching can help accelerate the changes that Sahaja Yoga takes you through. How they are mutually beneficial and support each other....[Read more](#)

*Monica is a Coach, Trainer and Project Manager living in The Netherlands. She helps people create the world their heart wants with courage.*





## DOUGLAS CRYNS

Confidence Coach, GERMANY



I really enjoyed the collaboration and exchange with my peers. I met great people, made friends and had the honor of learning so much. To help people reach their goals - be it to achieve their highest potential or deal with the challenges of life.

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## MARGAUX CUNIN

Business Transformational Coach, GERMANY



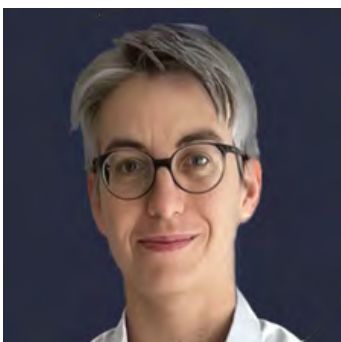
During a mentoring session, I got to realize that my wish to help the person was not helping the person and through the feedback and experience of stepping back and trusting the client in a safe and training environment, I could remove the pressure off my shoulders to find the right question and be myself in the conversation flow, totally focusing on what I was listening and trusting that the discussion as such will support the client.

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## ANNABELLA DA ENCARNACAO

Leadership Coach, GERMANY



I loved exchanging and sharing with peer coaches, getting critical feedback & growing through the process.

I help professionals find and embrace their leadership identity so they can be confident, authentic and their best-selves along their leadership and career journey.

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## LAURA DAVISON

**Empowerment Coach, UNITED KINGDOM**



My highlight was meeting my tribe of bright open-minded, happy, kind people who share my interest in self-development and personal & professional growth.

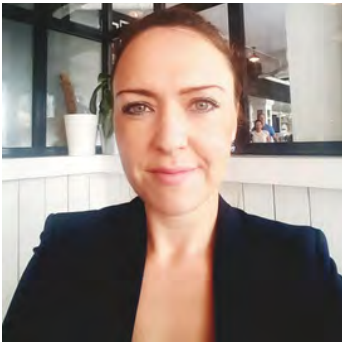
To help clients to empower themselves and give themselves permission to follow their dreams and recognise their true value.

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## MICHELLE DEAN

**Life Coach, UNITED KINGDOM**



The feedback in Observed Coaching was so useful and really enabled me to stop, listen to myself and change! I have already started using coaching, once you learn it, you can't switch it off. My interactions at work with clients and also even friends are more centered on the person and suspending judgment. My next step is to advertise as a coach and then see what happens...

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## CARYL EARWAKER LUETHY

**Transformation and Resilience Coach, SWITZERLAND**



I really liked having the classes with a variety of International Mentor Coaches, the Mentor Coaching was also really helpful and the Observed coaching provided a real growth curve. It was also good to take the opportunity to study in depth for the Coaching Model, Power Tool and Case Study.

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## KAROLINA FOTYGA-LIPINSKA

**Transformational and Executive Coach, NETHERLANDS**



Meeting the right people was a highlight for me; the teachers and my peers. I plan for coaching to be the second leg of my professional career - so far than has been psychotherapy.

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## EMILIE GAGNON

**Life Coach, FRANCE**



Observed Coaching was a highlight - I got to witness pretty neat coaching from my fellow ICA students and then to also see how this could be improved by very qualitative and precise feedback from our Mentor. I have ambitions to do climate coaching but for now I will use leadership & career coaching skills as part of my work.

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## PAOLA GALLUCCI

**Transformational Coach, UNITED KINGDOM**



ICA was a life changing path where I met with thought provoking teachers and bright and enthusiastic peers. I have loved learning how to work in such a diverse environment and embraced the challenge. I would like to start working independently as a coach after the ICF credentialing process.

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{ Research Paper

# CREATING A COACHING CULTURE

Creating a Coaching Culture as Part of the New Organization Construct

Serena Truong  
*Executive Coach*

In the pre-pandemic world, many companies saw their offices as being an essential part of their business.

The pandemic in 2020 resulted in many organizations adopting different models of work arrangements. These range from working from the office to a hybrid model of employees adopting both a work from home as well as returning to the office for specific activities to a remote working arrangement.

Leaders and people managers have had to adapt a new way to lead their teams with their workforce in different work arrangements. Managing a workforce that could be working partly remote and partly in person requires managers to rethink and pick up new managerial skills to engage and motivate their teams. Leaders of more than a dozen companies researched in an article published by HBR sought to be proficient across a wide set of characteristics rather than relying solely on their areas of strength

In a VUCA (volatility, uncertainty, complexity, and ambiguity) world, leaders would need to rely on the teams on the ground who are closest to the situations to be able to make the right decisions to bring the organization forward. By leveraging the teams on the ground, the organization would be able to scale at a faster rate to keep up with the rate of change in the world.

The role of a coach is to unlock the potential of the individual to maximize their performance. A coach helps the individual to learn rather than to direct or teach them the way forward. This is a skill that can be taught to the people managers and requires people managers to be curious and open to learning a new way of leading their teams...[Read more](#)

*Serena is an APAC HR Leader and Executive Coach in Singapore experienced in driving large-scale business transformation & change management within large MNCs.*



**JANA GLEZOVA****Expatriate Coach, CZECH REPUBLIC**

Every lesson was amazing but I have gained the most experience with from my Mentor Coaches. I would like to be an Expatriate Coach.

In my JUST TALK Coaching Model I make sure that my sessions include hidden components such as non-judgmental space, understanding, sensitivity, a trustworthy atmosphere, and a strong sense of accountability, which will result in new knowledge.

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**MANUEL GUERREIRO****Executive & Life Coach, PORTUGAL**

I loved Observed Coaching as I felt I improved a lot during those 6 weeks. In my professional area - Human Resources. As starting my own business as a freelance coach.

My Coaching Model uses a travel metaphor to create catalyst moments of greater happiness, change, and understanding for my clients so they can become the best versions of themselves.

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**ZIAD HAMDAN****Life Coach, SPAIN**

Peer Coaching was one of the most memorable moments. I met brilliant people that I helped and who helped me navigate some challenging times in my life. One class that changed my life was the Intent class. It introduced me to the Life Pilot tool that I am using to make my life more intentional. Finally the books that were referred to me during the various classes were great and the one that touched me the most is "Good morning I love you" !

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## CHARLOTTE HOEKSTRA-THEEUWES

Life Coach, NETHERLANDS



Observed Coaching and Coach Supervision really gave me invaluable insights and tools that I still use on a daily basis. Coaching with fellow students, and learning from them as well as the wonderful Master Coach influenced my perspective on coaching, and the opportunities and responsibilities of being a coach.

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## KARIN-ANN HOLLEY

Life Coach, NETHERLANDS



The trainers themselves are very competent, kind and caring. I really enjoyed meeting and learning from all of them, one one one and group coaching, using Positive Intelligence as a tool.

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## RALUCA HUTANU

Transformational Coach, SPAIN



My highlight was my Peer Coaches and the lovely relationships we created as well as the inspiring Trainers. This program also helped me grow as an individual.

I am using coaching to empower women to be themselves, break from limiting beliefs, embrace themselves fully and courageously take action whilst having fun in the process.

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## ALEXANDRA JIMENEZ

Career Coach, SWITZERLAND



My learning journey has helped me reaffirm my life gift and the responsibility to share it through obtaining a professional coaching qualification.

I am applying my learning to the adult learning space and as a manager and leader of my current team, I believe coaching is the leadership style of now and the future.

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## ULJANA KALINOVA

Life &amp; Career Coach, LATVIA



The most memorable moment for me was when my Mentor Coach challenged me to make a step from good coaching to excellent coaching.

In my coaching practice I am focusing on classic individual coaching sessions as I believe this is the most powerful format. I am ready to be in service to all who would like to explore and transform their work to joyful and successful experiences and unleash potential for beautiful adventures.

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## ANETA KANTAROWSKA

Life Coach, NETHERLANDS



The Peer Coaches I got to work with were a highlight; some of them became my friends through this journey. I plan to open my own business and help people who are stuck in their life.

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## KALLIOPI KOUFOPOULOU

Life Coach, UNITED KINGDOM



The learning journey with ICA is fantastic. I met fantastic instructors, inspiring us and sharing the experience. I also met amazing peers making the journey so pleasant!

I work in a bank and I started having some sessions with my colleagues. I am also working with clients outside the bank.

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## MONICA LE CROM

transformational Coach, NETHERLANDS



I've been coaching with a peer client for a year now. In the beginning my coaching often went very wrong and I ended up telling her what to do. This week she said our session had been so good and helped her so much. It makes me realize what an amazing journey it has been and how much I have grown as a coach. It gives me the confidence that I am ready to go and coach the world.

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## MAURO LOCARNINI

Executive Coach, SWITZERLAND



I met some amazing Peer Coaches. I also enjoy reading and preparing for the classes. At the very beginning blogging an article on every class was extremely good for me to get all my good ideas and reflections out of my mind and share them with the world.

To me coaching is a side practice. I often run short coaching engagements with Senior Leaders in the company I work for. Typically when they embrace new challenges and during international mobility.

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{ Power Tool

# NEGATIVE VS NEUTRAL

Carrie Cullen  
Leadership Coach

## What Is the Difference Between Negative vs. Neutral?

"If a thought or belief does not serve you, let it go! There is no written law that says that because you once believed something, you have to continue to believe it forever."

– Louise Hay

On my coaching journey (and even well before it!), I have been inspired by evidence about the power of our minds; especially, the work of Dr. Joe Dispenza, Carol Dweck, Rick Hanson, and even more esoteric works like Abraham Hicks and Louise Hay.

The idea that we can harness the power of our mind for our own creation is both exciting and empowering! In my own life as well as in coaching, I have observed firsthand that this is true. The quality of one's thoughts, beliefs, and self-talk determines the quality of one's life. Anyone who has worried themselves sick understands this concept deeply. Our minds have the power to do incredible things. The Placebo Effect is an amazing example of this. Our thoughts direct our outlook, feelings, actions, and finally, our outcomes. If we want to change our life, we must change our thoughts first.



If we do not change our thoughts, but simply change our actions, the change won't be sustainable. In order to have a real, lasting, sustainable transformation, we must begin in our minds before any actions take place.

Getting a hold of negative thinking is critical for having a happy, healthy mindset and life. Unchecked negative thinking can lead to depression, anxiety, low self-esteem, and other mental health challenges.

Being stuck in negative thought patterns keeps us stuck in our lives. Negative thoughts can cause us to make decisions that don't serve us or move us forward in life...[Read more](#)

*Carrie is a Certified Mindset Coach and Sales & Leadership Coach living in the United States. She coaches new managers become great leaders so that they can provide a workplace that positively contributes not just to the bottom line, but to their employees' lives and well-being.*



## LOUISE YIN LUO

Life & Career Coach, UNITED KINGDOM



I have really enjoyed my training at ICA. A highlight was the amazing Trainers & peers from all over the world. I met so many wonderful coaches and some have become friends. ICA was also super supportive given my maternity leave enabling me to complete the training successfully!

I will apply the additional coaching skills I have learnt to my next people manager/leadership role in the financial services sector

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## UFUK MAHMUTYAZICIOGLU

Life Coach, SWITZERLAND



I am infinitely grateful for high standards of the instructors, for the international network and the interactive learning platform. Also for the flexibility of the learning process. I feel I have discovered my purpose in life. I love connecting to my self and to other people through coaching.

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## LYDA MICHPOULOU

Transformational Coach, GREECE



I have had many memorable moments during my last year at ICA. One of them was during my third Mentor Coaching as a coach when at the feedback part, my Trainer at the time told me that we coaches aren't question machines. This has stayed with me and has changed how I viewed coaching moving forward!

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## ALISON MITCHELL

Leadership Coach, NETHERLANDS



The flexibility was great. However, the outstanding parts for me were the people I met along the way, who have supported me, not only to get through the training, but in my life. I want to help ambitious professionals utilise their unique strengths to increase their well-being and engagement as educators. I also want to support leaders creating strengths-based coaching cultures within schools.

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## TATIANA MITROI

Personal &amp; Professional Development Coach, SWITZERLAND



My Observed Coaching was great - it helped me to build my confidence and sharpen my coaching skills; As an Internal Coach (I am currently employed as Coach) and as an Independent Coach (having my own coaching activity).

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## JESSICA MIZERAK

Burnout and Motivation Coach, SPAIN



One highlight was the Mentor and Peer Coaching opportunities alongside other motivated students. I learned alongside a respectful, curious group of current and soon-to-be coaches.

My goal is to develop group coaching programs that help people identify what's behind their current feelings and help them create goals and set boundaries that help them reconnect with personal passions & professional satisfaction.

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## NADEZDA NEDOSPASOVA

Care & Resilience Coach, LATVIA



The absolutely unique, special and amazing community I've become a part of at ICA will always be in my memory as a great inspiration and motivation.

Coaching has become a part of my identity as I found my true passion in it. The course helped me with a professional transition and now I'm developing my online coaching business as well as using coaching principles in my actual job and in life.

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## KRISTIN OBERWEGER

Life Coach, AUSTRIA



The classes were eye opening - as well as my coaching sessions with my peers. During Covid it helped me a lot to reflect on my situation and find the courage to move on in a responsible and optimistic way.

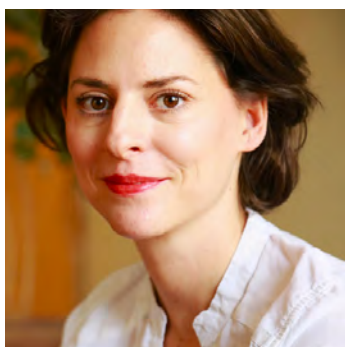
I am now studying Viktor Frankl's Logotherapy in Vienna as well. So I will combine Logotherapy with coaching in about 2 years.

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## JULIA PAULSSON JANDL

Relationship Coach, AUSTRIA



What made my journey with ICA so special was the strong focus on practice supported by incredibly knowledgeable Mentor Coaches. This was accompanied by a solid theoretical foundation and guidance to develop one's own niche.

I help individuals, couples and parents achieve their relationship goals. Whether this is finding a partner, cultivating a deep relationship as a couple, with a child or friends or even strengthening the relationship with oneself.

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## ANN-MARIE PURVIS

Executive Coach, SWITZERLAND



My most memorable moments of training with ICA include working with amazing coaches, Peer Coaching with talented coaches and meeting wonderful people from around the world who are passionate about coaching.

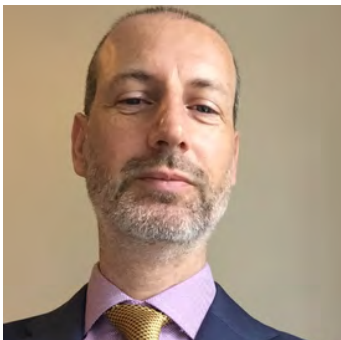
I will be working with my Executive Coaching clients to help them thrive in their challenges and in driving their organisation's Change Management and Transformation programs.

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## JONATHON REGAN

Transformation in Education Coach, NETHERLANDS



Watching a professional coach (one of the Trainers) and seeing the 'magic happen' for the first time was very inspiring - it's the moment that makes you say, "yes, that's what I want to do."

I have a blended approach to coaching and will work with the development of technology strategy design in schools as well as one to one coaching for educational leaders interested in strategy development.

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## MARIJA ROOZ

Life Coach, GERMANY



Meeting amazing trainers, students and making friends for life was a highlight for me.

What I love most is the life-changing transformation I see in my clients. I plan to continue to combine my passion for decluttering and organizing with coaching and public speaking.

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## MAURIZIO SALUCCI

Transformational Coach, ITALY



Terrific Journey! I could not be more grateful for the Trainers and peers I have encountered while studying and practicing coaching. I found the programme truly interesting, well structured with a lot of great stuff to study and to let you become aware of the coach you want to be.

I am planning to use my coaching to help people understand better who they are, their uniqueness and how they can simply be themselves.

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## TIM SANDOCK

Executive Leadership Coach, SWITZERLAND



The 'Coaching Agreement' was a challenge for me to get my head around, but understanding its importance gave me a very useful tool to use in my practice.

I am already working as an Executive Coach, using my learnings from the ICA training in the field. I plan to continue the Peer Coaching which also offers continues learning and a rich exchange with classmates.

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## ELENA SCOLARO

Business Coach, ITALY



It is difficult for me to condense how solid and powerful this year was with ICA. It really changed me so profoundly. I couldn't even imagine such a substantial impact on me. So grateful to decide to embark on coaching. I plan to integrate coaching in my current role.

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## TRACY SHARP

Design Thinking Coach, ITALY



Watching the Trainers coach live in class was a highlight for me. I love the fact that ICA is a global course, I've had Peer Coaches across the world from Canada to Hong Kong; the Peer Coaching system has been great,

I plan to coach high achieving women working in STEM. I hope to give them a safe space of understanding to overcome their doubts and take their careers and lives in a direction which serves their values and strengths.

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## FIONA SHAW

Transformation Coach, UNITED KINGDOM



Meeting my great peers was a highlight for me. In my role as Change Lead for a large finance company I intend to use my coaching skills for opening leaders' minds.

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## SOPHIE SOMERS

Life Coach, GERMANY



There have been many unforgettable moments during my ICA journey – starting from the first connection call, the different courses and labs and the Peer coaching sessions with my wonderful fellow students. Getting out of my comfort zone during Mentor and Observed Coaching sessions was definitely a big step forward.

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{ Research Paper

# COACHING AFRICANS

A Winning Blend  
Coaching Africans

Mirian Kachikwu  
*Personal & Business Coach*

As I have grown through my journey in the International Coaching Academy, my coaching experience has also grown into cross-cultural arenas.

I have become aware that unless the client's culture is integrated into the coaching process, the possibility of sustained long-term success is diminished. I am African and the impact of these cultural underpinnings is critical. More specifically, my experience is that a clear awareness of cultural dynamics is important in the highly diversified African society.

According to sociologists, culture consists of the values, beliefs, systems of language, communication, and practices that people share in common and that can be used to define them as a collective.

## **The Diversified African Society**

The lush and diverse African culture varies not only from one country to another but within each country as well. The vast majority of people living in Africa are indigenous but over centuries, people from all over the world have migrated to Africa.

Arabs crossed into North Africa from the Middle East bringing Islam with them. Europeans, bringing Christianity, settled in the southern parts alongside South Asians that mainly settled in Uganda, Kenya, Tanzania, and South Africa. Though much of traditional customs have remained, African culture has consequently become interlaced with cultures from around the world.

Africans are thus shaped by profound diversities in cultures, languages, and traditions. In addition to dealing with these issues, they are forced to deal with a legacy of colonial mentality and Western paternalistic tendencies. [Read more](#)

*Dr Mirian Kene Kachikwu has extensive experience as one of Nigeria's most respected in-house lawyers. She plans to coach African leaders and owners of businesses in their uniquely challenging journey in our contemporary world.*



## MARIA STEFANSDDOTTIR

Executive & Career Coach, ICELAND



I was terrified at my first Mentor Coaching session as a coach but that turned out to be a great experience thanks to the ICA Mentor Trainer. I loved my Peer Coaching sessions and then Observed Coach was where it all came together. I became very confident in those last 6 weeks of my journey.

I'm working as a coach at my own company which I named 'Fortunata'. I already have a client base and I love my job more than any other in the past.

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## ANGELA STOCKINGER

Career Coach, SPAIN



The realization that while there is a large variety of topics clients bring to a session, the motivation and emotions behind our actions are often quite similar. I am already using coaching as part of my corporate job as a people manager and team leader, but I also want to establish myself as a Career Coach outside of my current employment.

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## MARGIT TAKACS

Change and Culture Coach, SWITZERLAND



In my business I consult and train clients about change management and change leadership without borders. Whilst I have clear content to share, the true learning and capability building comes when clients choose the parts that most resonates with them and do it. In this journey, coaching is a perfect instrument to build their confidence and invite them to think of the best ways to make good practice a reality within their organisations.

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## SYNNØVE THUE

Transformational Coach, NORWAY



It's difficult to pick one highlight from this wonderful time at ICA, but the Performance Evaluation does stand out for me. It was a time of inspiring immersion and great personal growth, not at all what I was expecting!

I specialise in deep identity work and will continue my university studies in psychological sciences. I aim to be of service to both my private clients and contribute to the field of evidence-based coaching in the future.

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## SMARAGDA TSOPANAKI

Purpose and Career Coach, NETHERLANDS



The open discussion classes and the Mentor Coaching were a highlight. My goal is to pursue a full time job as a coach. I'm already a coach at the company I work at. "The quality of your life depends on the quality of the questions you ask yourself". I love helping people to find their purpose and start the journey of self-awareness

[View LinkedIn](#)



## ANDREA VACCIAANO

Leadership Coach, UNITED KINGDOM



The high competence of the coaches was amazing, as was the possibility of training with other coaches and students from all over the world. .

I am committed to contributing to the Human Quality of Life. With the intention of reaching, meeting and giving value to those who, on an individual and social level, find themselves without their own voice in life, have never had it or have lost it in the folds of their own experience.

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## BART VAN GRINSVEN

Life &amp; Business Coach, SPAIN



The whole journey was a wonderful experience from the beginning until the end. The Observed Coaching sessions were the most memorable to me; this was the moment when everything started to fall into place.

I help aspiring entrepreneurs take the big leap toward the dream of being the boss of their own life. I help established entrepreneurs reconnect with their why again and create a more balanced life of purpose.

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## JESSICA WEIBEL

Life Coach, SWITZERLAND



As much as I enjoyed every Theory Class, Coaching Lab and Mentor Coaching session, my most memorable time was during Observed Coaching. The format suited me perfectly and the learnings were huge and highly valuable!

I plan to become a full time coach as soon as possible and use everything I learned at ICA to support my clients in their transformative journeys.

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## RAPHAEL WENINGER

Life Coach, AUSTRIA



My most memorable part of the training is meeting all the amazing Peer Coaches that have been so supportive throughout my journey, with some becoming dear friends.

I plan to use coaching in my personal as well as professional life and eventually build my own coaching business.

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## RUTH WRIGHT



Coach for climate activists Coach, ITALY



The highlight of the ICA program for me was when Peer Coaches became friends. I already have a plan to meet one of them in person later this year!

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## THE VALUE OF PEER COACHING

### All Your Coaching Requirements for an ACC Credential

Our Graduates consistently rank the ICA Peer Coaching program as one of the highlights of their program. The size of our global community means there is always an opportunity to hook up with a Peer Coach and practice the skills you are learning in class. In addition cost, you also get to complete a significant number of hours towards the requirements for an ICF credential.

#### As a Coach

Theory can only take you so far, without practice it can be reduced to ideas and concepts. Applying your newly acquired skills with a trusted Peer Coach can be game changing. You can make mistakes, try things out, stop half way and regroup if you want to; you are both in this together.

#### As a Client

There is no better way to learn what works and what doesn't than actually experiencing it. Then, debrief with your colleague after and apply the learning to your own coaching.

[LEARN MORE](#)





# MIDDLE EAST

ALEPPO  
SYRIA

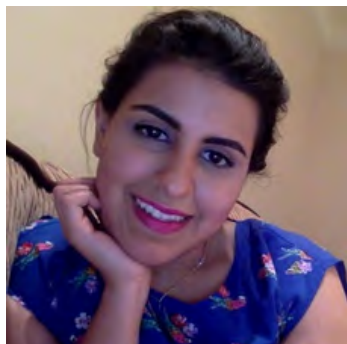


**AHMAD ALMARZOOQI****Life Coach, UNITED ARAB EMIRATES**

Most memorable moment was when I discovered I am not a good listener and I started to practice coaching in my family; understanding others and conveying my message. The best moment to use coaching skills was to do self coaching effective and enhance my communication skills.

I will use coaching in my own organization to improve staff performance as well strengthen team relationships.

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**GHADEER ALSULAMI****Transformational Coach, SAUDI ARABIA**

Choosing to join ICA has helped me grow as a person. It supported me in getting to know myself even more. It gave me the opportunity to get to know great people from all around the world.

Coaching is my passion. I would like to use it both in my current full time job and to open up a new private business. Being certified will give me the credibility I need to support my clients.

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**LUTFI BAFAGIH****Entry Level Managers/Development & Growth Coach, SAUDI ARABIA**

I learned about myself during Observed Coaching and started believing that the solution is within the client's capabilities. I will coach young managers to achieve their growth and development vision through evoking self-awareness and empowering them to capitalize on their strengths.

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## MAI DYAB

Stay At Home Mom Coach, JORDAN



At first, I felt so out of synch in the Group Coaching Program and did not want to do it. But when I presented my group coaching plan to the group on the last day I never felt that excited or confident before. The instructor gave me wings to fly with his kind and constructive comments.

I coach stay-at-home mothers to find a balance between personal growth and motherhood; I help them find time for their dreams and aspirations.

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## EITAN ISRAELSKI

Wellness Coach, ISRAEL



The best part about the ICA Program for me was the level of studies and the connections with other peers, plus the variety of lessons and great trainers.

I plan to combine coaching with wellness and fitness coaching, and still have to explore more about it, how to use it.

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## VINEETHA VALSA KUMAR

Career Transition Coach, UNITED ARAB EMIRATES



The most memorable part of the ICA Program for me was the Mentor Coaching Course. I am moving towards coaching clients full time during their career transition; building their confidence around their competencies, exploring areas that are challenging for them and helping them use their strengths to explore ways to overcome these challenges.

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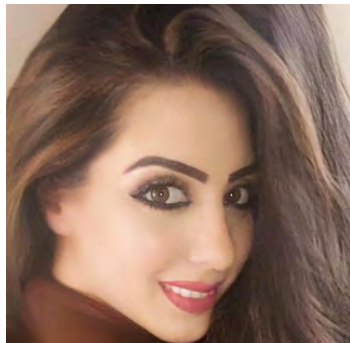
# NORTH AMERICA

NEW YORK  
UNITED STATES



## MARIAM ALLOUSH

Growth Mindset Coaching, CANADA



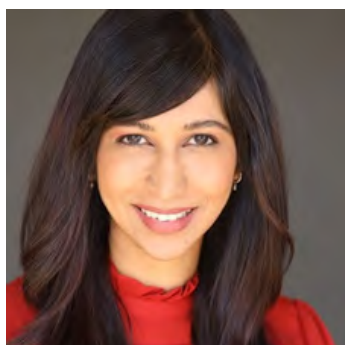
I really enjoyed my instructors, I thought that each one brought such rich experiences and insights into the coaching conversation and I am really impressed with ICA's ability to bring in such incredible teaching staff to the students. I also enjoyed the high calibre students who were great peers. The labs/modules/program design depth was exactly what I was looking for in order to feel competent as a coach upon graduation!

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## SUMA BALU

Executive Coaching, UNITED STATES



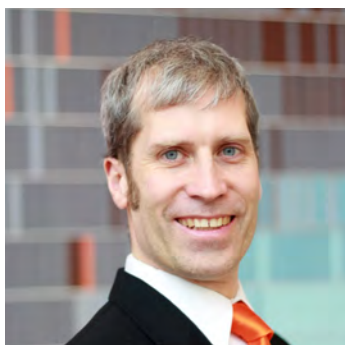
The highlights of the program for me were Mentor Coaching and Observed Coaching. I'm thankful for having the opportunity to be guided and challenged by such a talented team of trainers. I'm grateful for the skills and training gained through my ICA journey, as well as the wonderful network of peer coaches who have been a source of inspiration and support.

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## MARC BLAIS

Leadership Coach, CANADA



The incredible discussions had in class were a highlight for me. They would leave you feeling truly inspired AND all the great recommendations of books to read.

I plan to use coaching to contribute to being a valuable leader and to offer coaching with a vision of leading a successful practice.

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## DONNA BURDGE

Executive Coaching, UNITED STATES



Learning to be comfortable with silence was a highlight for me.

I plan to use coaching in my role as an internal executive coach for my leadership team. Leadership requires more than just the capacity to persuade and direct followers; leaders must develop professionally and for the benefit of the people they are in charge of as well. For this reason I developed the THRIVE Coaching Model.

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## FLO CHEEVER

Personal Relationships and Life Mastery, UNITED STATES



Meeting students and facilitators from all over the world was exciting and presented a complete, inclusive perspective of the human spirit.

I plan to build an online presence to build my client base. I will reach out to organizations in my community that serve through coaching

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## ANNIE CHEN

Cross-Cultural Coach, UNITED STATES



Realizing how different coaching is compared to the conventional understanding of what coaching entails was an eye opener for me.

For now, I will apply skills I have learned to my personal and career journey. Meanwhile, I will start looking at platforms where I can advertise my niche and provide help.

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{ Coaching Model

# BREATHE A BRIDGE INTO THE COACHING CONVERSATION

Carine Alcabas  
*Life Coach*



The breath helps center, quiet, and calm the mental chatter and create a platform from which to dive deeper. It prepares the client for the coaching session by creating enhanced focus.

During a coaching session, the client may feel stuck, overwhelmed by his problem, and when that happens, they can feel scared, lost, anxious. This is where the breathing part is very important. The coach can help their client to breathe correctly, to refocus, relax and restart their thinking process on a positive path that will lead them towards their desired outcome.

To achieve a successful coaching session, the client must be supported in a positive mindset. The BREATHE Model is designed to help them reach awareness in the best possible conditions. What people are lacking the most is self-confidence.

We need to believe in ourselves, in our abilities, skills, and passions, to make the jump into entrepreneurship or any other aspiration.

## **Believe in Yourself**

Learning how to believe in yourself is critical to creating the life you desire. The core of self-belief is realizing that you, and only you, are the driver of your success.

For some individuals, it is easier to see their clear path to success. For many others, they have difficulty identifying what they truly want for themselves, and this is where coaching can be carried out to support them and help them to gain clarity.

To be able to get a new perspective it is important to be in the best mindset, physically and mentally...[Read more](#)

*Carin is a Professional Life Coach living in France. She works with clients on a wide range of issues, including project management, health and wellness, burnout recovery, relocation, work-life balance, and relationship issues.*



## ALESSIA CIANFLONE

Stress-Life Coach, UNITED STATES



Il momenti più memorabili che ho sperimentato sono la condivisione di profonde riflessioni in classe insieme ad i miei compagni e il mio Mentor senza alcun dubbio la punta di diamante in ICA.



## GENI COBB

Life Coach, UNITED STATES



My most memorable moment in my training was doing Peer Coaching. I met many incredible coaches and got the chance to practice my techniques over and over with no judgement.

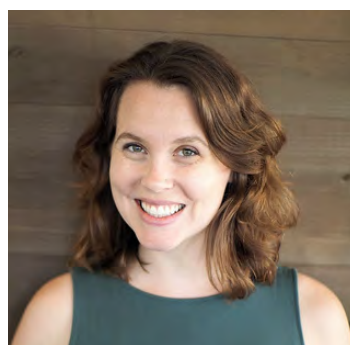
I plan to coach students K-12 / college or in an educational setting.

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## EMILY CORNELL

Life Coach, UNITED STATES



By far, the greatest memories I've made during my ICA journey have been through meeting my fellow students outside of class. Of course classes and labs were instrumental but it was the knowledge and experience sharing with others that made this a fantastic 13 months.

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## CARRIE CULLEN

Leadership Coach, UNITED STATES



I loved all the trainers and met wonderful Peer Coaches from all around the world.

I plan to help new managers become great leaders so that they can provide a workplace that positively contributes not just to the bottom line, but to their employees' lives and well-being.

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## TESSA D'ARCANGELEW AMPERSAND

Transformational Coach, UNITED STATES



I've grown deeper in my curiosity; focusing less on the matter at hand and more on the person. I've become more attuned to how different individuals are, and how that influences how they see and experience the world. Coaching has made me a better partner and friend.

In the workplace, coaching has helped me to grow into a person who is responsive rather than reactive, and more supportive of people defining their own path forward.

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## STEFANIE DEGEN-SCHMIDT

Life Coach, UNITED STATES



I have a lot of memorable moments of training with ICA. I am thankful for my journey and all the beautiful people, learnings, shifts, and conversations.

My heart's desire is to make an impact, adding value and making a positive difference in people's lives. I created my Coaching Model; LIGHT ON! to encourage people around the world to discover and enjoy a more fulfilling life by exploring what matters most to their hearts and minds.

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## BARBARA DEMATTE

Business Coach, UNITED STATES



I have benefited personally by learning about what I need to improve in myself, and that my learning is continuous and exciting. Professionally, the skills I learned have helped me with my clients to help them grow as business professionals.

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## JOANNA DINGLE

Executive Coach, UNITED STATES



Hands down the most memorable moments of training with ICA have involved the relationships that I have built 100% virtually with the epic ICA participants that I have 'met' from all over the world. These colleagues and friends are extremely important to me and I have loved growing together with and learning from them—and will continue to do so post-ICA.

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## LISA DORRIES

ADHD Coach, UNITED STATES



The classes and self-discovery were highlights for me.

I plan to do ADHD coaching. ADHD coaching transforms lives by helping clients understand their diagnosis and themselves, find their strengths and personal identification, develop tools when stuck, and create sustainable action plans to move forward toward a happy life.

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## MAYA DREIFUS

Career Coach, UNITED STATES



I definitely can't choose just one highlight, so picking my top three.

1. Meeting new friends from all over the globe through this process.
2. Realizing that good coaching boils down to truly listening to my client, and occasionally asking a good question.
3. Getting to coach my Trainer in my last Mentor Coaching session!

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## LESLIE FORD

Education Coach, UNITED STATES



I have two "memory moments". First, I am very grateful to the Trainers, they took the time to research the topic and bring fresh insight and resources to our shared work. Second, the "aha" discoveries in Mentor Coaching with appropriate feedback and suggestions was invaluable. It really helped me to understand the depth of coaching and its ability to tap into the strength and ability of each client at their own pace.

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## MAREVA GODFREY

Parent Coach, UNITED STATES



Meeting the wonderful, like-minded international tribe of coaches through this journey has been the most gratifying privilege of my journey. Having access to coaching hours this year up to 10xs per week has underscored the value of this support in my own life and what it can do for others.

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## SUSAN HAFFNER

Life Coach, UNITED STATES



I enjoyed the classes and the mentoring. Probably the most memorable part was when I first stepped out in the role of coach and realized, yes, I can do this! I plan to start my own coaching practice to provide support to caregivers.

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## ANJA HAMAN

Performance Coach, CANADA



It wasn't really a moment as much as the end result: knowing so many wonderful coaches from around the world and learning from them, now and going forward!

I plan to use coaching alongside my consulting business, with performance coaching and consulting for organizations, teams and individuals. I can better meet the needs of customers by servicing all three layers.

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## DOMINIQUE HAWKINS

Career and Work Well-Being Coach, UNITED STATES



The highlight for me was the instructors and people I met through Peer Coaching. They really fostered a sense of community and always made me feel supported.

I focus on career and workplace well-being and work with individuals at different stages of their careers. I also use coaching in my organization development work with senior leadership.

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{ Research Paper

# CHILD COACHING

## How Can Coaching Impact Children?

Rob Street,  
*Child & Education Coach*

Almost all the researchers agree that coaching children can be effective.

This is because the approach allows a child to access his or her limiting belief, which in turn opens the door to possible change where none may have existed before. Furthermore, the coaching approach is likely to spill over to any similar challenges the child faces in the future – having overcome one already, there is more chance of doing so again.

As an experienced secondary school teacher, I have learned that the biggest blocks to a student's academic progress are almost always in one of two areas.

The first is underdeveloped soft, or executive skills, also known as study habits, i.e. working memory, flexible thinking, and self-control. (Understood.org, 2021). The second area includes misconceptions of the student's ability, learned helplessness and other limiting beliefs.

Before becoming a coach I worked largely in the first area – strengthening executive skills.



### The Idea of Child Coaching

This was effective for some students, but many others did not respond well. As a coach, I now know that these students were not ready for skills training, and instead required a more fundamental, i.e. coaching approach. The purpose of this paper is to develop this idea, and understand how this kind of approach might work.

In the community at large, the idea of child coaching (and coaching in general) is not well understood. A quick search reveals many people offering 'coaching' services which are firmly in the area of training executive or academic skills. This is not what I consider authentic coaching...[Read more](#)

*Rob Street is a passionate educationalist living in Hong Kong, with 20+ years of secondary experience in 6 different countries. He coaches teachers and other educational professionals in developing their teaching practice.*



## KATHRYN HOFF

Leadership and Career Coach, UNITED STATES



The relationships I have cultivated in expected and unexpected ways with the ICA community are my favorite. I now have an amazing network of peers (including the trainers!) across the globe whom I know I'll be connected to for life. It has been an amazingly supportive community to learn from!

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## LYNETTE JORDAN

Life Coach, UNITED STATES



My most memorable moment was when a Trainer told me that I needed to learn more about 'self'. I was relatively new in the program, and did not quite understand this statement. It made an impact on me, as I dove deeper into the sessions. I reflected on the sessions and applied them to "self". Because of this statement, I have grown and I believe this will make me a good coach.

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## BRENDA KIRKWOOD

New Hire Integration Coach, CANADA



A highlight for me was the flexibility of this program which allowed me to work full time and also complete this program. As the Director of Post-Placement Integration, I support the success of new hires using a custom process, guided by regular communication, I coach the new employee through their integration. This process serves as the foundation to enable new hires to be set up for success in their new roles.

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## SARA KWON

Relationship Coach, UNITED STATES



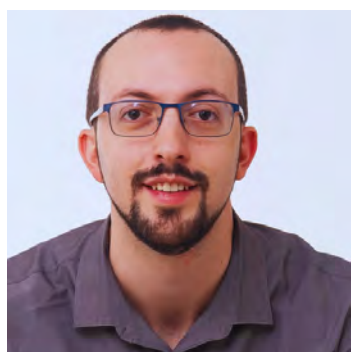
Beyond getting to know many wonderful fellow coaches, my personal highlight was the experience of Observed Coaching. I greatly valued the 6-week cohort and the structure and tangible support that the Trainer provided. It was extremely helpful in enhancing my confidence and solidifying my direction.

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## JAMES LEVIN

Business Coach, UNITED STATES



The international student body truly made this a unique and enriching experience. There is an incredible value to having multi-national colleagues and trainers.

I will use coaching to help small business owners build their life around their business instead of their business around their lives. I want to help people remember why they decided to be self-employed.

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## KIM LIPIRA

Business Coach, UNITED STATES



Peer Coaching by far! I have learned so much not only from one another but the process as well. I believe I am a better person for doing this program; it has changed my life. Two of the relationships founded through ICA will continue well into the future.

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## ALANA MOOR

Mindset Coach, CANADA



I remember about 6 months into my ICA training I felt so full because I was working with over 10 incredible Peer Coaches and we would all show up to the same classes and add so much value, laughter and insight.

I plan to use coaching as a base to my career as a motivational speaker. I want to help change a million people's lives using techniques that I used to change my life during times of adversity.

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## MADALYN MORRIS

Purposeful Aging Coach, UNITED STATES



My experience with ICA has been life changing. I've learned so much about myself and am walking away with a deeper awareness. I loved the classes and the global interaction with all of the other students. ICA will always hold a space in my heart.

Being a Purposeful Aging Coach, my goal is to help clients find their purpose path and become the best version of themselves.

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## JOSEPH NEIZER

Young Couples &amp; Retirement Coach, CANADA



So many highlights from my study, the support of the lecturers, the experience and coaching skills developed as I went through the Observed Course, and amazing Peer Coaches I got to know and interacted with during my training.

As a retired financial planner, I want to leverage my coaching skills to help my clients achieve their personal financial and non financial goals.

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## DAVID PETERSON

Optimization Coach, CANADA



Working with the various peer coaches as we all learn to navigate the ICA journey was amazing. We got to support each other and work towards being the best coaches we could be.

My plan is to work with leaders, entrepreneurs, and executives worldwide to fulfill their purpose and achieve their vision on their terms and empower them to redefine success and create a meaningful impact.

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## HEATHER PRENTICE SCHMIDT

Identity &amp; Empowerment Coach, CANADA



I loved the amazing community we created during a global pandemic. The personal growth, the lifelong friendships, the challenging of my beliefs, opinions, and style. I loved the learning: with the Trainers in the Zoom classroom, through Peer Coaching, and in my learning pod.

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## MARCEL SANCHEZ

Marriage Coach, UNITED STATES



My most memorable moment was when an instructor told me, "Marcel, you're working too hard; let the client do the work!" That moment was priceless. It served to pivot my thinking and shift my perspective from consulting to pure coaching.

I will use coaching to continue building families through evoking change in their marriages and in other important relationships.

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## ANNA SCHWAIGER

Life Coach, CANADA



I have many great memories from my time at ICA, but the most valuable was/ is the Peer Coaching with my colleagues. I learned a lot about myself in the Peer Coaching process, and I am grateful that I've made such wonderful connections.

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## MICHELE STEELE-JORDAN

Leadership / Life Coach, UNITED STATES



The highlight of my ICA journey was the Coaching Labs and networking through Peer Coaching.

I will be using coaching internally as part of my current role as an Area Director of Human Resources.

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## MEAGHAN SULLIVAN

Performance Coach, UNITED STATES



I connected really strongly with a few fellow coaches during Peer Coaching. Our mutual trust and support was always present, and we intend to keep in touch after graduation. I really valued these interactions!

I plan to coach competitive athletes who are looking to improve their mental performance. With my strong consulting background I will take a blended coaching approach, helping clients maximize their overall performance.

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## OLYA TARAN

Life Coach, UNITED STATES



I found my tribe and learned how to be a good coach at ICA. Grateful for all the guidance, coaching, and mentorship from the amazing master coaches here. So excited about the next chapter!

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## CRYSTAL THOMPSON

Transition Coach, UNITED STATES



I was coached by a Trainer very early on in the program during one of the Labs, as nobody else offered to volunteer to coach. The session was powerful and he delivered so much presence and love that I knew walking away from that, I want to provide that safety and empathy to other people. What a true gift to offer!

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## ROMINA TOLLERUTTI

Health and Wellness Coach, UNITED STATES



ICA has deepened my skills as a Health and Wellness Coach enormously. Coming from a certified program for healthcare professionals using a blended coaching style, I was lacking something. ICA gave me all I needed to develop coaching skills beyond my professional background. I know I can better help people looking to change their lives for healthier and happier ones.

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## { Case Study

# AGILE CONSULTING PRACTICE

## Adding Coaching to an Agile Consulting Practice

**Lynn Winterboer**  
*Agile Teams and Widows Coach*

I have been an “Agile Coach” for 10 years, and in my ICA journey, several other students have asked me what “Agile Coaching” is.

This case study explains how I brought coaching into my Agile consulting profession using two real-life examples of people who were unsure of their new roles.

### **Adding “Coaching” to Agile Consulting**

I first became interested in the idea of learning, honing, and using coaching skills in my profession in December of 2012. I had already been working for several years as a consultant specializing in bringing Agile principles and practices to data-focused IT teams. I signed up to attend a 2-day Agile conference in Boulder, Colorado, and the event hosts allowed some colleagues to offer a pre-event 2-day course on “Agile Coaching.” I decided to sign up for the class, to learn more about what “coaching” means in my industry.

The class, Coaching Agile Teams, was taught by Lyssa Adkins, an Agile expert and author of the landmark book *Coaching Agile Teams*, and Michael Spayd, an Organizational and Relationship Certified Coach. This class/hands-on workshop was an amazing experience for all 30 of the students in the 2-day experience.

Together, we came to understand that “coaching” is not standing on the sidelines telling people what to do, but rather helping each person, and each team, find their own right path to success. We compared that stance to the other stances expert Agilists tend to take: teaching, mentoring and facilitating... [Read more](#)

*Lynn is an agile educator, mentor, and leadership/personal coach living in the USA. She helps teams around the globe learn how to effectively apply agile principles and practices to their work.*



## JENNIFER WALKER

Life Coach, UNITED STATES



I have several highlights: the opportunity to learn from inspiring teachers, the feeling of pride when moving through the fear and intimidation, working with my Peer Coaches and meeting some wonderful people.

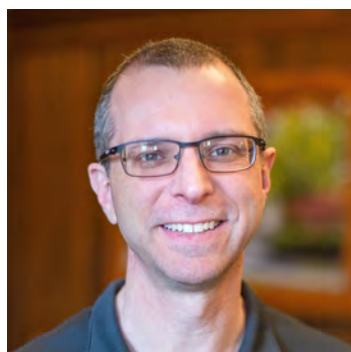
I will add coaching to my private practice as an additional service to psychotherapy. I will coach clients who wish to increase their level of self-acceptance for overall growth and transformation.

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## MARK WAVLE

Career &amp; Agile Coach, UNITED STATES



I learned so much in my time with ICA! The learning has been so much more than just what questions to ask in a coaching session. I have become more self-aware and kinder to myself, and, therefore, more others-aware and kinder to them. This has changed my perspective on so many things. I'm much better able to help my clients now.

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## MICHELLE WIEBACH

Transformational Coach, UNITED STATES



Wow, probably my first Coaching Lab was a highlight. I had never coached before and I was so nervous I froze. And I thought I was going to die of embarrassment.

I plan to use coaching to help people pleasers break free from toxic patterns, cut out unhealthy relationships and find their happiness.

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## BETH WILLIAMS

Early / Mid-Career Coach, UNITED STATES



I think my most memorable moment was when all of the dots started connecting. I had "hit a wall" when I was in Mentor Coaching and was struggling to get back on track. A few good tips were provided and it really changed my coaching going forward.

I plan on using my coaching skills to develop my current staff. Eventually I would like to provide coaching within my organization.

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## LYNN WINTERBOER

Agile Teams &amp; Widows Coach, UNITED STATES



For me a highlight was in a Peer Coaching session, realizing that I didn't want to focus my group coaching on agile teams, but rather I wanted to focus on widows. It was so powerful to come to that realization, as I learned about coaching, in a coaching session. It has really changed my direction for retirement. I use coaching in my current job, and when I retire I want to focus on widows.

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## DANA WU

Career Coach, UNITED STATES



Seeing so many examples of how people coach helped me learn to be a coach. I especially appreciated the experienced Trainers' specific feedback in Mentor Coaching sessions. Coaching feels like a tool in my toolbox that I can use in all relationships, whether it's family or coworkers.

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## ROBIN YATES



Mental Fitness Coach, UNITED STATES



The most memorable moments were hearing such great, powerful questions that came from the Mentor Coaches.

I plan to use coaching to augment my mission of helping nonprofit executives to thrive, sustain, and drive change. I see how my consulting work can take hold more effectively if it were paired with one-on-one and/or team coaching.

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## RE-THINK THE WAY YOU THINK



### A Coaching Tools to Shift Mindsets

FlipIt is based on the idea that the way we see our world is a choice. The same event can happen to two different people and they will respond in completely different ways. As coaches we know that we can't change the world our clients live in, but we can change how they see it. We also know that some 'ways of seeing' are more empowering than others.

#### ICA Power Tools

FlipIt uses the 8 ICA Power Tools to help clients reframe disempowering perspectives and create action around new, empowering perspectives.

Coaches use a simple 4 step coaching process to create an instant shift.

- Find It** Identify an issue or challenge
- Feel It** Work out how you feel about it
- Frame It** Identify your perspective I
- Flip It** Instantly reframe your issue

**FLIPIT FRAMEWORK**