



# THE ICC ACADEMY NEWSLETTER

THE NEWSLETTER FOR GROWING GREAT COACHES

DECEMBER 2023



## DEAR COACHES

Seasons greetings! As we eagerly embrace the festive spirit and gear up for the joyous celebrations, I am feeling grateful for the incredible journey this year has been for the ICC Academy. We have had a record number of coach training programmes delivered, launched a new coaching brand and hosted a visit from the global Director of the International Coaching Community!

I'd like to wrap up this year with warmth in my heart, gratitude in my thoughts, and a sprinkle of holiday magic to you, my loyal readers. Wishing you all a December filled with laughter, love, and the joy that only this festive season can bring.

Dive on in to this month's discussion on being role models for energy management during the bustling season, ensuring we can remain at our most effective while helping others to be their best selves.

# **A COACH'S ENERGY TOOLKIT: THRIVING IN THE DECEMBER COACHING SEASON**

And just like that, it's December! For us as coaches, it might feel like we're gearing up for a sprint to the finish line. Delivering those last coaching sessions of the year or squeezing in facilitations and team coaching sessions to meet the needs of our ever-grateful clients. It's almost like we have this superpower to bend, stretch, and be all-around flexible – anyone else feeling a bit like Elastigirl?

At times like this we are often asking ourselves how we can manage our energy, set better boundaries and keep our sanity! On top of it all, we are the coach helping others to also navigate these areas too. So, while we are being in service of others, how can we as coaches ensure we also manage our own energy reserves?

I think of it like being the captain of your own ship – you need to navigate the waters wisely to keep things sailing smoothly.

Firstly, it's essential to recognize the ebb and flow of your energy throughout the day. We're not machines, and our energy levels fluctuate. Identify your peak performance times and align your most critical tasks with those periods. If you're a morning person, try and book the majority of your coaching sessions or facilitations earlier in the day. If you're more of a night owl, save your brainpower and delivery for later in the day.

Another key aspect is to know your limits. Just like a car needs fuel to run, you need breaks to recharge. It might seem counterintuitive, but taking short breaks actually boosts productivity. Step away from the desk, go for a walk, or grab a kombucha – whatever helps you revive and reset.

When it comes to interpersonal energy, consider the coaching sessions or meetings you have for each day – people at this time of the year are often bringing in more overwhelming issues and opportunities to overcome which can mean a more challenging and energy boosting coaching approach is required. Think about how you can surround yourself with positive vibes outside of these moments. Connect with friends, family and colleagues that will uplift and inspire you while you are working at your hardest. Also be very mindful of energy vampires – those individuals who drain your energy. This may be the time of year to manage your interactions with them, set boundaries, and protect your positive glow.



Consider what's on your plate, your 'to-do' list. Just this week, I took a simple step of reviewing mine and asked, "What can be postponed until the New Year?" During that time, there's usually a bit of a lull, giving me a wonderful opportunity to quietly pick up those strategic tasks that are important but don't require immediate attention. I was amazed at how many things I could strategically put to the side, and the relief it provided was genuinely energising. Taking that moment to reassess and prioritise can make a significant impact on your workload and your overall sense of well-being.

As a coach, this understanding of energy is gold. Energy is contagious which means you have the ability to positively influence the energy of your coachees. At this time of the year stay particularly attuned to the energy your clients bring into sessions – it can significantly impact the coaching dynamic. Acknowledge them if they are facing tough times but also encourage them to cultivate a positive mindset and explore strategies to maintain a healthy balance. When our clients energy is channelled towards meaningful goals and outcomes, they are more resilient and happier and feel as though they are living a purposeful life rather than sprinting and stumbling to the finish line.

Self-care and energy management is not a luxury; it's a necessity. Whether it's exercise, meditation, or indulging in a good book, find what recharges your batteries and make it a non-negotiable part of your routine to keep that energy ship sailing smoothly.

# INTRODUCING THE COACHING LAB

I'm delighted to share that we're launching a brand new initiative called **The Coaching Lab** – an opportunity where coaching minds converge and dive deep into all things coaching. Picture it as a friendly informal gathering of coaches who are keen to be their best. I'll be there as your facilitator, guiding the flow of our discussions, and offering fresh coaching insights, tips, and everything in between. It's all about creating a space where we can learn, and grow together.

The plan is to launch with the first session in February 2024. Your input is key - we want The Coaching Lab to resonate with you, so we will be reaching out soon to get your thoughts and feedback. What coaching topics are on your mind? What challenges do you face in the market or as an internal organisational coach? When do you feel most tested as a coach? When are you at your best? Your feedback and ideas will shape our discussions and ensure our time spent together is worthwhile.

The Coaching Lab is going to be a coaching adventure like no other – a place where you feel supported and sustained by others wisdom and knowledge. Stay tuned for more details, the Coaching Lab is coming, and I can't wait to share it with you!



## TESTIMONIAL

Raechel has a very positive, kind and considerate manner that this sets the expectations of how to coach well and also how to learn how to coach and this is all delivered whilst being in a good and supportive learning environment.



### PAIGE MARSHALL

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