

# ICF's New Regional Leadership System

## Thriving Together

ICF is a global association with deep roots in the communities and regions where member coaches live and work. ICF is global, regional and local, and a unified ICF creates and sustains healthy and thriving local communities around the world.

Approved by the ICF Global Board in 2018, the new Regional Leadership System (RLS) will play an important role in making ICF the most relevant professional coaching organization by creating a platform for volunteer leaders and staff around the world to connect and collaborate. Our goal is to:

1. Create outstanding, memorable experiences for ICF Members around the world.
2. Show the world what our connected, compassionate, ethical community of coaches can accomplish—transformation!

## What is the RLS?

The RLS is designed as a common global system that has defined roles and responsibilities for all stakeholders while also acknowledging the unique needs of each region. It will:

- Increase opportunities for Member engagement
- Coordinate work at the Chapter, regional and global levels
- Anticipate and respond to the future needs of our global coaching community

### What Will Remain the Same?

- Continued connection between ICF Chapters, regions and staff
- Promotion of knowledge-sharing and healthy leadership transitions
- Preservation of shared regional leadership between volunteer leaders and regional support staff

### What Will Change?

- Standardization of regional leadership structures with clearly defined roles and responsibilities for volunteers and staff
- Creation of a platform to engage former volunteer leaders
- Renewed commitment to the equity of Chapter voices regionally and regional voices globally



# How Will This Work?



**Global Level:** Each Regional Coordination Team provides one to two representatives to the Global Coordination Team. This team also includes Strategic Regional Directors and ICF Global executive staff. This team will develop strategies to serve the global coaching community that are informed by the voices and experiences of ICF Members and the needs facing local communities and regions.

**Regional Level:** Each Standing Group provides a representative to the Regional Coordination Team. Team members meet, share and collaborate with one another and with representatives from ICF's Regional Support staff to address regional needs. The team also provides a forum for regional implementation of the ICF Global Strategic Plan.

**Local Level:** Chapters are clustered according to geography and language. Each Chapter provides a representative to the appropriate Standing Group. With majority consent, Standing Groups may form topical workgroups with a specific purpose and lifespan. For example, a Standing Group may form a volunteer workgroup to explore document translation or monitor the regulatory environment.

## When Will This Happen?

Based on almost two years of work by task forces of regional leaders, in January 2018, the ICF Global Board approved an 18-month timeline for the transition. Our first step is to identify a change management method to guide the process.

During the transition period, the ICF Global Board and members of the regional support staff are committed to open communication and partnership with current local and regional leaders.

## How Can I Get Involved?

In the coming months, we'll assemble a transition team comprised of volunteers and ICF staff from around the world. If you're interested in this opportunity, please contact a member of your regional support team.

The transition team will determine how volunteer representatives are selected for Standing Groups, Regional Coordination Teams and the Global Coordination Team.

