

SAPCA

Next Month at SAPCA

Unconscious Commitments *The saboteurs of the best laid plans*



Chris Lucerne, PCC

Supporting clients in creating the life they most desire is the sacred charge of professional coaches. That journey is often riddled with many challenges; not the least of which is the client themselves - their beliefs, behaviors, thoughts and emotions. While crafting a compelling vision creates incentive for forward movement, it often is not enough. The client must face into what it is about them that avoids action or sabotages progress: their unconscious commitments. What are they? Simply put, you can know your unconscious commitments (what you are really committed to) by the results you produce. For instance, a person who smokes cigarettes might make a new commitment to breathe only fresh air, yet

VISION

We are the premier home for South Texas coaches, creating a transformational environment conducive for being extraordinary coaches who enrich the lives we touch.

MISSION

We are a community of coaches with diverse backgrounds and skills whose purpose is to help our members bring out the best in their clients, our community, and ourselves.

VALUES

Service
Authenticity
Passion
Connectedness
Abundance

they persist in smoking. The results equal the unconscious commitment. So this person is actually committed to smoking. Unless the unconscious commitment is dealt with, it will have power over the best intentions, visions, and new commitments. Unconscious commitments can be found in all aspects of our lives. During this presentation you will:

- ◆ Find out about unconscious commitments and how they work.
- ◆ Discover the power of facing into what is so in order to get what you want.
- ◆ Understand how the neural pathways of your brain support both the unconscious commitment and the manifestation of your new commitment.
- ◆ Learn how to loosen the grip of the unconscious commitment through voice, breath, and movement so that a new commitment may be formed.
- ◆ Embrace the importance of self love and the skill of recommitting in order to manifest what is important to you.
- ◆ Identify some of your own unconscious commitments.

Chris Lucerne is a Professional Certified Coach (PCC) certified by the International Coach Federation, a Certified Coach University Graduate (CCUG), and a Certified Professional Behavioral Analyst. She is a current Board Advisor and Past-President of the San Antonio Professional Coaches Association (SAPCA). Chris coaches clients to, 1) Build relationships that Matter, and 2) Go Beyond Loss and Embrace Life. As a life long learner, most recently Chris is involved in a two year Apprentice Program with The Hendricks Institute, the quintessential emotional intelligence program focused on conscious living and conscious loving. Gay Hendricks, Ph.D. and Kathlyn Hendricks, Ph.D., the founders and primary teachers of The Hendricks Institute, are internationally recognized experts in building conscious relationships, conscious business, bodymind vibrance, and manifesting abundance.

Making Connections



Michael Baker
President
2005 SAPCA

"You're going to get wet if you want to learn how to swim!" As SAPCA president-elect I was honored to be able to attend the 2005 ICF International Conference in San Jose, California this past month. The number one take away that I experienced was making connections with other coaches. I figured the best way to get started was to go on stage in front of several hundred first time attendees and play ICF Jeopardy. I led for a while and it was a close race down to the wire, but another Texas coach, Karen, from Dallas, won by a nose. Making connections started for me from Day One.

Through the next several days I met coaches from around the world. There were 1,752 coaches in attendance and forty five percent of them were from outside the United States. This one fact alone showed me how strong our

profession is and how widely its acceptance is. I made connections with coaches from Canada, France, Germany and Korea. It was really neat to brush up on some of my Korean. I could catch some of what they had to say, but I'm afraid my Texas-drawl flavored Korean was a source of much laughter on their long flight home.

Prior to my involvement with our local ICF Certified Chapter, SAPCA, there were many times that, as a new coach, I felt alone on a desert island. Those first few meetings I attended here were like a lifeline for me. Some of those initial connections have blossomed into wonderful supportive relationships. I plan to continue to nurture the connections that I made at International into healthy relationships. I found that there is a wonderful sense of belonging that I didn't have before. I want to see that feeling grow now as the years go on.

As your incoming president, I encourage every one of you to make connections by getting involved. Join a committee, participate in our Coaching Week event in February, not only as an attendee, but also as one who helped "put on the show". If at all possible, attend the ICF International Conference. It will be in St. Louis in 2006 and I plan on being there to meet old friends and to make more connections. The more involved you become, the more connections you'll make and the stronger we all will become, as individual coaches and as the professional organization we are. So jump on in, the water's fine!

Next Meeting: Second Thursday, January 12th 7:15-8:45am.
Please RSVP to Gene Hildabrand, Director of Membership
at gene@themasternetwork.com no later than Saturday January 7th, 2005.

Book Review



IF THERE'S ONE THING I'VE LEARNED... *How To Seize Your Once-in-a-Lifetime Chance To Get It Right* By James Green

Reviewed By:

David Flack, Board Director of Communications (SAPCA)

MAIN CONCEPTS

87 extraordinary people reveal their moments of truth regarding *"If I could go back and change anything in my life, what would I do differently?"* This compelling collection of epiphanies represents pivotal moments in life. The secrets to avoiding regret are revealed in their insights about careers, love, money, family, and education. From mistakes or missed opportunities to joys associated with good choices and lives well spent are offered. Together, they form a roadmap for the future, giving readers the chance to "get it right," to create a life without regrets, to reshape destiny.

WHAT I FOUND MOST INTRIGUING

These "stories" -some only one sentence long- show how most of us are not living life to its fullest: it's either with hindsight or an unfulfilled future longing. I was inspired with the everyday pivotal moments in their lives. The quotations liberally sprinkled throughout the book take on new meaning after reading the story that preceded it. It renewed my commitment to regret-free living. His organization into ten categories allows the reader to choose which one to review: Dreams and Awakenings; The One Who Got Away; Careers; Our Friends and Family; Relationships, Love and Marriage; Money and Finance; Looking Back (Whispers of High School, College, and the Armed Services); Kindness; Perspective; and Time.

COACHING APPLICATIONS

- Great insights into how a client's viewpoint can be very different from a coach's perspective – all ages are represented, as well as careers. Wonderful resource material.
- The Interview Questions in the back of the book could certainly be used by a coach to get at what's not being said, as are the insights added by the author on several stories.

International Coaching Week—Door Prizes Needed

International Personal and Professional Coaching Week is right around the corner. SAPCA will be featuring a public workshop on February 9, 2006 entitled "The Coaching Conversation" being presented by Judi Craig, MCC and Barbara Greene, MCC. (See pages 9 & 10 for details).

As part of the event we will be providing 10—15 door prizes. The Coaching Week Committee has requested that they be of high value and directly related to leadership coaching or professional development. We may package similar items together to create an extra value. Examples:

- ◆ Books or tapes directly related to coaching or professional development.
- ◆ Free attendance at workshops or seminars on leadership or coaching.
- ◆ Complimentary professional assessments directly related to coaching or professional development. (However, we have elected not to promote complimentary coaching sessions, since every member will be listed in the program and can provide these when contacted).
- ◆ Motivational plaques and items directly related to leadership development and coaching.

If you wish to donate an item, please contact Ed Bierschenk, coachedb@gvtc.com or call 210 488-8137

SAPCA CORE VALUES

Service

Service is making a difference in the well-being of our membership, community, and clients.

Authenticity

Authenticity is our "way of being" open, genuine and trustworthy.

Passion

Passion is the fuel that energizes us into being extraordinary.

Connectedness

Connectedness is the synergy of empathy, inclusivity and relatedness, which creates alignment, belonging and partnership.

Abundance

Abundance is our attitude that creates a variety of choices and possibilities through generosity and sharing.



CODE OF ETHICS

Updated January 2005

Part One: The ICF Philosophy of Coaching

The International Coach Federation adheres to a form of coaching that honors the client as the expert in his/her life and work and believes that every client is creative, resourceful, and whole. Standing on this foundation, the coach's responsibility is to:

- ◆ Discover, clarify, and align with what the client wants to achieve
- ◆ Encourage client self-discovery
- ◆ Elicit client-generated solutions and strategies
- ◆ Hold the client responsible and accountable

Part Two: The ICF Definition of Coaching

Professional Coaching is an ongoing professional relationship that helps people produce extraordinary results in their lives, careers, businesses or organizations.

Through the process of coaching, clients deepen their learning, improve their performance, and enhance their quality of life.

In each meeting, the client chooses the focus of conversation, while the coach listens and contributes observations and questions. This interaction creates clarity and moves the client into action. Coaching accelerates the client's progress by providing greater focus and awareness of choice. Coaching concentrates on where clients are now and what they are willing to do to get where they want to be in the future. ICF member coaches and ICF credentialed coaches recognize that results are a matter of the client's intentions, choices and actions, supported by the coach's efforts and application of the coaching process

Part Three: The ICF Standards of Ethical Conduct

Professional Conduct At Large

As a coach:

- 1) I will conduct myself in a manner that reflects positively upon the coaching profession and I will refrain from engaging in conduct or making statements that may negatively impact the public's understanding or acceptance of coaching as a profession.
- 2) I will not knowingly make any public statements that are untrue or misleading, or make false claims in any written documents relating to the coaching profession.
- 3) I will respect different approaches to coaching. I will honor the efforts and contributions of others and not misrepresent them as my own.
- 4) I will be aware of any issues that may potentially lead to the misuse of my influence by recognizing the nature of coaching and the way in which it may affect the lives of others.
- 5) I will at all times strive to recognize personal issues that may impair, conflict or interfere with my coaching performance or my professional relationships. Whenever the facts and circumstances necessitate, I will promptly seek professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate my coaching relationship(s).
- 6) As a trainer or supervisor of current and potential coaches, I will conduct myself in accordance with the ICF Code of Ethics in all training and supervisory situations.

(Continued on Page 5)

- 7) I will conduct and report research with competence, honesty and within recognized scientific standards. My research will be carried out with the necessary approval or consent from those involved, and with an approach that will reasonably protect participants from any potential harm. All research efforts will be performed in a manner that complies with the laws of the country in which the research is conducted.
- 8) I will accurately create, maintain, store and dispose of any records of work done in relation to the practice of coaching in a way that promotes confidentiality and complies with any applicable laws.
- 9) I will use ICF member contact information (email addresses, telephone numbers, etc.) only in the manner and to the extent authorized by the ICF.

Professional Conduct With Clients

- 10) I will be responsible for setting clear, appropriate, and culturally sensitive boundaries that govern any physical contact that I may have with my clients.
- 11) I will not become sexually involved with any of my clients.
- 12) I will construct clear agreements with my clients, and will honor all agreements made in the context of professional coaching relationships.
- 13) I will ensure that, prior to or at the initial session, my coaching client understands the nature of coaching, the bounds of confidentiality, financial arrangements and other terms of the coaching agreement.
- 14) I will accurately identify my qualifications, expertise and experience as a coach.
- 15) I will not intentionally mislead or make false claims about what my client will receive from the coaching process or from me as their coach.
- 16) I will not give my clients or prospective clients information or advice I know or believe to be misleading.
- 17) I will not knowingly exploit any aspect of the coach-client relationship for my personal, professional or monetary advantage or benefit.
- 18) I will respect the client's right to terminate coaching at any point during the process. I will be alert to indications that the client is no longer benefiting from our coaching relationship.
- 19) If I believe the client would be better served by another coach, or by another resource, I will encourage the client to make a change.
- 20) I will suggest that my clients seek the services of other professionals when deemed appropriate or necessary.
- 21) I will take all reasonable steps to notify the appropriate authorities in the event a client discloses an intention to endanger self or others.

Confidentiality/Privacy

- 22) I will respect the confidentiality of my client's information, except as otherwise authorized by my client, or as required by law.
- 23) I will obtain agreement from my clients before releasing their names as clients or references, or any other client identifying information.
- 24) I will obtain agreement from the person being coached before releasing information to another person compensating me.

Conflicts of Interest

- 25) I will seek to avoid conflicts between my interests and the interests of my clients.
- 26) Whenever any actual conflict of interest or the potential for a conflict of interest arises, I will openly disclose it and fully discuss with my client how to deal with it in whatever way best serves my client.
- 27) I will disclose to my client all anticipated compensation from third parties that I may receive for referrals of that client.
- 28) I will only barter for services, goods or other non-monetary remuneration when it will not impair the coaching relationship.

Part Four: The ICF Pledge of Ethics

As a professional coach, I acknowledge and agree to honor my ethical obligations to my coaching clients and colleagues and to the public at large. I pledge to comply with the ICF Code of Ethics, to treat people with dignity as independent and equal human beings, and to model these standards with those whom I coach. If I breach this Pledge of Ethics or any part of the ICF Code of Ethics, I agree that the ICF in its sole discretion may hold me accountable for so doing. I further agree that my accountability to the ICF for any breach may include loss of my ICF membership and/or my ICF credentials.

Leslie Cardinal

Leslie Cardinal is now a certified facilitator for the *Too Young to Retire* program after completing the training program lead by Howard Stone. She is licensed to lead the *Too Young to Retire* workshops, teaching people to have exciting, healthy, and profitable lives after age 50.

ICF 2005 Conference Materials - Tape Library (Page 1)

The International Coaches Federation's 10th Annual Conference held November 10-12, 2005 in San Jose, California has come to SAPCA! Thanks to Michele Henkle-Ireland, a founding member and incoming President-Elect, members can now share in the ideas, research, and strategies heard by coaches from the world over. Tape Library membership is \$20 a year. There is a late fee of \$5 per month payable to SAPCA and replacement charges for lost items. Contact Susan D'Ambrosio, SAPCA Resource Chair, for resource rental.

BOOKS:

Law And Ethics In Coaching: How To Solve And Avoid Difficult Problems In Your Practice, Patrick Williams and Sharon K. Anderson.

Becoming A Coach Guidebook: The Coach U And Corporate Coach U Approach, CoachInc.com

TAPES:

PRE-CONFERENCE WORKSHOPS

PC-1 ABC (3 tapes)

How to Thrive During Your First Year In Business As A Professional Coach, Michelle Schubnel

PC-2ABC (3 Tapes)

The Inspired Business Approach-Building Your Coaching Business from Inspiration, Not Perspiration, Leslie Lupinsky, MCC, CPCC and Joni Mar PCC, CPCC

RS1 AB (2 Tapes)

Ethical Considerations in Qualitative Coaching Research, Laura Crawshaw

and

Coaching Skills for Education Leaders: Professional Development Experiences in One Public School District, Janet Baldwin-Anderson, Katherine Johnson & Peter Reding

RS2 AB (2 Tapes)

Evidence-based Practice: A Potential Approach for Effective Coaching, Dianne Stober, Leni Wildflower and David Drake

RS3 AB

Inviting a Dialogue About Core Coaching Competencies, Jeff Auerbach

and

What Exactly is Coaching, An Exploratory Study of Personal Coaching from the Client's Perspective, Valerie E Creane

RS4 (1 tape)

Ideological Foundations of the Adaptive Coaching Model: A Research-based Approach to Improving Coaching Results, Terry R. Bacon

and

The Use of Coaching Processes and Skills to Enhance the Value of Peer Relationships for Professional Development, Roger Maitland

RS5 (1 tape)

A Theoretical Framework for the Intuitive Dance, Margaret Moore, Bab Tschannen-Moran, David Drake, Francine Campone, Carol Kauffman

and

Coaching Skills for Education Leaders: Professional Development Experiences in One Public School District, Janet Baldwin-Anderson, Katherine Johnson and Peter Reding

RS6(1 Tape)

A Heuristic Inquiry into the Impact of a Vipassana Meditation Practice on Executive Coaching, Barbara Braham

and

Building Dialogue for Effective Change: Coaching with the Five Principles of Appreciative Inquiry. Barbara Braham

GENERAL SESSIONS

GS1 AB (2 tapes)

In the Service of the Dream, Dr. Rachel Naomi Remen

GS3AB (2 Tapes)

The Power of Partnership; Inspiring Transformative Leadership. Riane Eisler JD

GS2 AB (2 Tapes)

Annual Business Meeting and General Session: From Memories to Dreams: Expanding the Vision of Coaching. Cheryl Richardson MCC

BREAKOUT SESSIONS

4AB (2tapes)

What You Don't Know May Surprise You: Complaints about Coaches, David Matthew Prior et al.

1AB (2 Tapes)

Achieving Financial Success as a Coach: A Reality Check, Lynn Grodzki, PCC, LCSW

2 AB (2 Tapes)

Blink: Peeking Behind the Closed Door, Relly Nadler, Psy.D.

3AB

Decision Science: Powerful Tools to Helping Clients Make Difficult Decisions, Dave Reite, CPCC, MS

5AB

Financial Alchemy: coaching Your Client's Relationship with Money, Morgana Rae, ACC, CPCC

6AB (2 tapes)

How Ontological Coaching Can Support Effective Leadership, Maricarmen Guell

7AB (2 Tapes)

Powerful Conversations: How to Generate Moments of Truth That Change Everything, Steve Levin, MCC

8 (1 Tape)

Five Key Coaching Strategies for Developing Integrated Leaders, Ginney O'Brien MS, PCC

ICF 2005 Conference Materials - Tape Library (Page 2)

BREAKOUT SESSIONS (continued)

13 ABC (3 Tapes)

How to Use Coaching to Successfully Manage Intercultural Changes in Worldwide Rebranding Processes, Francois Visquesnel

14 ABC (3 Tapes)

Somatic Coaching: Embody Your Leadership Potential, Staci Haines

10 (1 Tape)

Spontaneous Combustion: Using Improv to Ignite Your Coaching, Sue Walden

11 (1 Tape)

The Hero's Journey: Symbolism and Storytelling as Masters' Tools, Margaret Krigbaum, MCC, JD, and Daniele Doorman, MCC

8 (1 Tape)

The MCI Commercial Markets Intern Coaching Story: A Strategic Initiative that Delivered Results!
Renee Roberson PCC, Karen Huff ACC, MB, Scott Eason, Victoria Vojnovich, Steve Young

15 (2 Tapes)

Advanced Coaches Working with Their Clients, Laura Whitworth MCC and R.W. (Bob) Johnson

17 AB (2 Tapes)

Step Up! Show UP! Speak Up! Coaching in Organizations, Angel Wagner MA, CPCC, Ken Buback MA, Les Lupinsky MCC, CPCC

18AB (2 Tapes)

The WOW Factor: Creating Your Own Coaching Products for Greater Visibility, Impact and Profit. Moderator: Michael Bungay Stainier, BA, LLB, M.Phil, CPCC: Panelists: Andrea J. Lee, Donna Coroa, Marcy Nelson-Garrison MA, LP, CPCC

16AB (3 Tapes)

Coaching Executives to Close the Satisfaction Gap, Sharon Jordan Evans PCC

19AB (2 Tapes)

Assessment: Learning Techniques for Success, Christine Martin MCC

20AB (2 Tapes)

Creating a Corporate Culture of Coaching: The Marriage or Separation of Internal and External Coaching, Stephan Oberli PCC, MBA and Laurie Voss, Frederick Derouche, PCC, Daniele Dormouni

21AB (2 Tapes)

Executive Coaching: How to Highlight the Impact on the Performance of a Company Using a STAR, Catherine Chambon

22AB (2 Tapes)

Leveraging Individual and Executive Team Coaching for Impact, Geoffrey Abbott

23 AB (2 Tapes)

Niche Yourself! Finding Your Niche with Ease, Dorcas Kelley ACC, CPCC, CMC

24AB (2 Tapes)

One Size Does NOT Fit All, Terrie Lupberger MCC and Daniela Trocan MCC

25AB (2 Tapes)

The Sacred Tool for Coaching: Being Heard, Bernice Ross Ph.D., MCC and Tony Alexis

27 AB (2 Tapes)

Drawing on Ancient Traditions to Realize Our Future as Coaches, Laura Bergman Fortgang, MCC

28AB(2 Tapes)

Leadership Investigation: Linking Who We Are With What We Do as Executive Coaches, Linda Miller, MCC and Madeleine Homan MCC

29AB (2 Tapes)

Light Their Fire: How to Craft a Powerful Speech That Will Inspire People to Work with You, Marcia Reynolds MCC

30AB (2 Tapes)

Master Class Coaching: Inspiring Inner Resources, Lawrence Leung MCC

31 AB (2 Tapes)

Rings of Fire: Igniting a Coaching Culture at the 2005 Vancouver Prism Award Winning University of British Columbia, Corollyne Conlinn, PCC and Ema Hagge

32AB (2 Tapes)

There is More to What Your Client Tells You Than You Think: How Deeper Answers to Client Questions Surface, Otto Laske Ph.D., and Antoinette Dawson BS, MA

36 (1 Tape)

Capturing Excellence, Executive Coaching Wisdom from Established Veterans and Up-and-Comers, Facilitator Mark Cappelino; panelists Carolyn Davis, Bob Johnson, Rebecca Merrill MCC, Meryl Moritz, Karen Wright PCC, Joan Wright MCC.

34 (1 Tape)

Coaching as a Developmental Change Process, James Vuocolo, MCC

35 (1 Tape)

Leading with Insight™: Transforming Leaders and Delivering ROI, Dianna Anderson MCC and Merill Anderson Ph.D.

38 (1 Tape)

Bringing Mindfulness to Coaching Practices for Sensing and Shifting Subtle Habits, Doug Silsbee PCC and Annie Caulkins

40 (1 Tape)

Evidence Based Coaching Integrating coach Wisdom with Theory and Research, Diane Stober Ph.D. and Leni Wildflower Ph.D., MPH

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Celebrating 2006 International Personal & Business Coaching Week



San Antonio Professional Coaches Association

For Executives, Professionals, Trainers, Business Owners, Salespersons, Managers, & Coaches

INVITES YOU TO

Learn a Practical Five-Step Coaching Model
Engage Employees in Their Own Success with
The Coaching Conversation

Using the "coach" approach instead of the "boss" approach, you will:

- ◆ Remove barriers to high performance and accelerate results
- ◆ Promote focus, clarity, and the discovery of solutions
- ◆ Create employee buy-in that results in improved accountability
- ◆ Increase retention by bringing out the creative contributions of your employees
- ◆ Minimize employee relations issues resulting in reduced stress



Thursday, February 9, 2006 9:30am-12:00pm

Independence Hill Retirement Resort Community in Stone Oak (20500 Huebner Road)

Barbara A.F. Greene, M.S., MCC is the Founder and CEO of Greene and Associates, Inc. The firm specializes in Executive Coaching, Corporate Mentoring and Career Transitioning. Barbara partners with a variety of organizations that are focused on accelerating productivity through their leaders.



**Imagine 2.5 hours with
Two Master Certified Coaches**

Judi Craig, Ph.D., MCC coaches executives and business owners (COACH SQUARED, INC.) on leadership, "people skills", sales, powerful communication and career development--and professionals (THE PRACTICE ADVISOR, LLC) on productivity, client development, staffing issues, profitability. and having a fulfilling lifestyle.

Special Early Bird Rate
Until January 12th Only \$75.00
\$95.00 (from Jan. 13th — Feb 9th)
Ask about Sponsor Table Benefits!

REGISTER TODAY!

We accept Visa, MasterCard, and American Express

FAX OR MAIL YOUR REGISTRATION FORM

FAX: 210-492-2166

Mail (along with your check payable to "SAPCA") to
P.O. Box 780114, San Antonio, TX 78278-0114
For more information call David Flack at 210-872-5490

For more information about the San Antonio Professional Coaches Association (SAPCA) visit www.sapca.org

REGISTRATION FORM

The Coaching Conversation

Presented by the San Antonio Professional Coaches Association (SAPCA)

Thursday, February 9, 2006 9:30am-12:00pm

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Daytime Telephone: _____

Email: (So we can send you information and reminders before the workshop)

Payment Amount: _____ \$75.00 through Thursday, January 12, 2006
_____ \$95.00 January 13—February 9, 2006

Note: Sponsor a Table (Call David Flack for details—210-872-5490)

Payment Method:

_____ Check (make payable to SAPCA)

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Three/Four Digit CVV Number _____

(VISA & MasterCard: Last three digits on the back of card AMEX: Four digits on the front of card)

Name **exactly** as it is on card: _____

Email: (We must have this to process your card and send you a receipt for your payment)

Billing address for Card (if different than above)

Address: _____

City: _____ State: _____ Zip: _____

Cardholder's Signature: _____

Fax to 210-492-2166 or mail to SAPCA, P.O. Box 780114, San Antonio, TX 78278-0114
For more information, call David Flack at 210-872-5490