

SAPCA

Next Month at SAPCA

Courage To Connect

*Sharing Your Voice in
the New Age of Communication*



Mark Figart

The balance of power in marketing has been overturned by the Web. Think it's a level playing field? Think again. The new age of communication -- so eloquently described first in the year 2000 in the book, *The Cluetrain Manifesto*, means that small business actually has the upper hand.

Mark Figart will present an informative and compelling perspective on how individuals and companies that understand the fundamentals of our new marketplace can garner attention and find favor from an audience that craves an authentic voice.

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

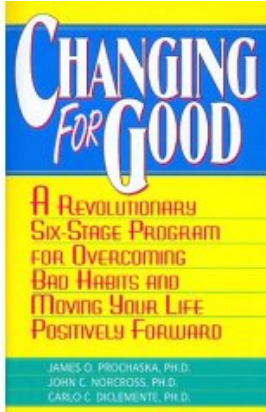
*Explore the importance of,
and answers to the these questions:*

- ◆ How does the web takes us back to more primitive times in trade and commerce?
- ◆ Why does the Web make building relationships even more important than ever?
- ◆ What skillsets have become most important for yourself and your employees?
- ◆ What business are you *really* in, and why is that THE question to answer before all others?

When Mark Figart was enlisting in the U.S. Army upon graduating from high school, he told the recruiter he wanted a job working with computers. "Sorry, we don't have any openings in that area," said the recruiter. "But here's something you might be interested in: The Army has a brand new tank, and it has a computer on board!" Three years in an M-1 tank hardly provided the technical education which would launch the army sergeant's future career. But the leadership skills and sense of purpose instilled by his military experience have been a major factor in Mark's achievements, and they are a serious influence in Digett's direction today.

Through more than twelve years of consulting to clients such as Schlumberger, Churchill Downs, and Goldman Sachs, Mr. Figart has developed a keen understanding of what it takes to satisfy a customer. Armed with the ability to listen, a passion to design, and determination to deliver, Figart is helping to establish Digett as a recognized voice of clarity in the chaotic world of online marketing.

SAPCA and Borders Books



Changing for Good

*A Revolutionary Six-Stage Program
for Overcoming Bad Habits
and Moving Your Life Positively Forward*

Presented by: Kimberly Smith-Martinez, Ph.D.

Thursday May 18th ... 7:00-9:00pm

Event being held at Borders Bookstore
in Huebner Oaks Shopping Center

Have you struggled to change a behavior or break a habit but find yourself giving in to your cravings or returning to that old behavior despite your best intentions? Breaking a habit is not dependent on willpower or luck, but rather on understanding the process involved in change. Learn about the Six Stages of Change you must move through in order to successfully rid yourself of those habits or behaviors.

- ◆ **Understand** what has kept you from achieving your goal in the past.
- ◆ **Learn** the importance of moving through each stage of change in a timely manner.
- ◆ **Identify** which stage of change you currently occupy.
- ◆ **Prepare** to navigate to the next stage toward Changing for Good!

This free two-hour experiential workshop features the book *Changing for Good: A Revolutionary Six-Stage Program for Overcoming Bad Habits and Moving Your Life Positively Forward* by Drs. Pro-

chaska, Norcross and DiClemente and presented by Dr. Kimberly Smith-Martinez, Professional Life Coach and licensed psychologist. Dr. Kim works part-time as a psychologist at the Child Guidance Center and also maintains a private coaching practice, "Envision Your Dreams." As a coach she works with individuals, professionals and groups who are ready to make positive change in their lives. She assesses and educates her clients regarding their readiness to change using the Stages of Change model presented in today's featured book "Changing for Good."

Please mark your calendar for the May event and invite your Circle of Influence (COI) by sending them a personalized email with PDF flyer attached. This PDF has been sent to you by David Flack. Also, you may direct your COI to <http://www.sapca.org/calendar.htm>

(CCEUs from ICF are Available 1.5 hours)

Community Update

As part of our ongoing campaign to increase community awareness about coaching, SAPCA, and at the same time provide the community with learning opportunities and resources, we have added a monthly newsletter. This newsletter, *Community Update*, is being sent to individuals who have previously attended SAPCA events and who wish to remain on our email distribution list. As a member of SAPCA, you will also be sent the *Community Update*. The first edition was sent on May 2nd (you should have received a copy). Plans are to send the update close to the beginning of the month.

Included in the Community Update will be:

- ◆ Information about the upcoming SAPCA Breakfast Meeting and the upcoming Borders workshop event with links to the SAPCA website for more information.
- ◆ A quote.
- ◆ *Tips, Tricks and Techniques* features a link to a resource from one of our coaches. This resource will permanently remain on the Resources page of the SAPCA website. If you would like to contribute to this, please contact Chris Lucerne chris@chrislucerne.com 210-408-7699.

Aligning with Your Igniters



Michael Baker
President of SAPCA

I was the middle of five children and always did my own thing. My Mom swears if I'd been the first born, I'd have been an only child. For some unknown reason, I was always motivated to do some of the nuttiest stuff a kid could think of. When I'd head out the door, off on some crazy adventure I'd just told her about, she'd say, *"Whatever lights your fuse, but be careful, you could be playing with dynamite."* Little did I know at the time that she was just demonstrating the God-given intuition that Moms have for identifying what we today call Igniters. Igniters are the things that "light your fuse" or "spin your fan" or cause you respond or react in some pre-programmed sort of way. It's easy to understand that we're all kind of hard-wired to respond to certain Igniters. But, knowing exactly what they are is a little more challenging.

A blasting cap is an igniter for dynamite that can unleash the incredible power that lies within each stick. You can burn dynamite, soak it in water or bang it on the ground without releasing its power. To do that, it takes an igniter, a blasting cap, to activate its energy. But be careful, igniting that power can do extremely good things or really, really bad things.

I identified leadership as one of my igniters when I was about five years old. About ten of us kids would grab our Schwinn bikes, put on our yellow rain coats and become the Yellow Jackets. We'd stretch a rope across our street and stop people to buy Kool-aid from us. Brilliant marketing if I don't say so myself. It was my idea, I was boss and these were my boys. It felt great, until the policeman that day explained what extortion meant.

It was my mom who first realigned my Igniters with her own passionate beliefs! The fuse she lit that day did some serious damage at first, but eventually, did a lot of good for me.

As I grew up I aligned my Igniters with my own passionate beliefs. I joined the Boy Scouts and became an Eagle Scout. You know, trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean and reverent. Values I still believe in today. I joined FFA and raised the grand champion steer. Lettered in football. Trained in Soo Bahk Do and today I'm a black belt in Karate. All of these were activities where my Igniters and fell into alignment with my passionate personal beliefs.

The personal igniters that I identify with today still revolve around leadership, honesty, ethical behavior and being authentic. I try to involve myself with people, activities and organizations that are in alignment with my igniters. When I do, the time I spend in these pursuits are incredibly rewarding and empowering. When I do not, it is a recipe for disaster! Ask me to work with a two-faced, unethical leader and I rather fall on my sword and at least die with honor than to deny my own personal values!

I believe that being in alignment with my Igniters is what has caused me to serve on non-profit Boards as Finance Chair of the local Boy Scouts of America and on the Board of the Christian Women's Job Corp and to serve as President of SAPCA. Now, I didn't seek any of these roles. They just kind of naturally came my way. My Igniters are why I do, and do not, associate with certain people. And, I refuse to change who I am, just to fit in with any special group or clique. The activities that I involve myself in must be in alignment with my Igniters. If they're not, hey, it's time for a change. But more than anything else, identifying my own personal igniters has helped me to understand why I am so happy and fulfilled by being a Coach.

I have several clients that are just sick of what they're doing and don't seem to know why. I think asking them to understand and identify some of their Igniters can bring about some real eye-opening conversations. By simply realigning what they do with who they are, as identified by their igniters, they have the chance for some life changing confirmations. There's just no telling where our conversations might take them. But one things for sure, "whatever lights their fuse", that's good enough for me!

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.

Chaos and Creativity

By Dave Buck (Coachville)

"Every act of creation is first an act of destruction." ~Pablo Picasso

"The only interesting answers are those which destroy the question." ~Susan Sontag

Coaching is at heart a creative endeavor, and creativity - no matter how seriously undertaken - is always a chaotic and messy process. In fact, as it turns out, the nature of creativity itself is inextricably linked to chaos. I've spent the last few weeks researching this dichotomy - the confluence of creativity and chaos and how the two systems interact - and what I've found is fascinating. For starters, it turns out that true chaos is not actually as chaotic as it looks.

According to the website, *Enchanted Minds* (http://enchantedmind.com/html/science/creative_chaos.html), which addresses chaos in both its scientific and metaphorical senses, "*Chaos is not merely a mindless jiggling; it's a subtle form of order.*" And what is the difference between perceived chaos and its true underlying order? Perspective.

For example, if you were shrunk to the size of an ant and dropped onto the side of a busy multi-lane, multi-street intersection, you would no doubt find the movements of the vehicles, pedestrians, dogs, litter and other moving objects highly chaotic and unpredictable. Yet if returned to your normal size, the chaos resolves into a clearly recognizable pattern, although it still retains a degree of chaos, since you can't see all the various inlets and exits, and aren't aware of the source of slowdowns or of all pedestrian traffic patterns. Step back even farther - as if you were looking down at that same intersection from a helicopter hovering aloft, and the scene resolves to an even greater degree of clarity and predictability.

The writer makes the point that creativity is simply the process of using perspective to create order out of seeming chaos. This process - taking what you already know, combining it with the fresh input and then working to gain the perspective needed to let all of that information coalesce into a new, coherent and completely original whole - is the definition of creativity. And maintaining this eternally-repeating feedback loop is what keeps our minds strong and innovative. Doing so, however, requires continual and ongoing exposure to fresh doses of chaos.

Jean Piaget, a 20th century developmental psychologist who spent much of his professional life trying to answer the question, *How does knowledge grow*, concluded that chaos was essential for creativity and the growth of knowledge. In order to learn, he determined, we must first enter "disequilibrium," a state of mind where we don't know enough about a new situation or object to process it and fit it into our *schema* (a pattern imposed on complex reality or experience to assist in explaining it, mediate perception, or guide response). Only by learning more about this situation or object can we assimilate it, thereby reinstating equilibrium. It is this teeter-tottering between the two, Piaget found, that creates the impetus for learning. Without the chaos of disequilibrium, we have no drive or need to learn and therefore no use for creativity.

In short, chaos is the matrix from which creativity is born. Fresh ideas and input brought to us by chaos become the nuclei around which information and experiences we currently possess will condense and crystallize to create new and unique conceptual snowflakes of innovation. As Michael Michalko, author of *Cracking Creativity: The Secrets of Creative Genius*, states, "*It is impossible to think unpredictably by looking harder and longer in the same direction. When your attention is focused on a subject, a few patterns are highly activated in your brain and dominate your thinking. ... If, however, you change your focus and think about something that is not related, different, unusual patterns are activated.*"

(continued on page 5)

Chaos and Creativity (continued from page 4)

And as Karen Oberst notes in her article, *The Forces of Creativity: Chaos* (<http://www.quotelady.com/writings/creativity-chaos.html>), "Chaos is one of the forces of creativity because it forces you to think in new ways. Because the human mind wants to find patterns in objects or happenings, it will take disparate items and find a pattern in them. By introducing random elements into a situation, new patterns, new ways of looking at a problem emerge."

Of course, too much of anything is never a good thing, and this is true of the interplay between chaos and creativity, as well. Too much chaos, or chaos of a destructive nature, creates anxiety, distraction and "analysis paralysis" - all of which are seriously detrimental to creativity. Often, this occurs as a result of over-booking, multi-tasking and otherwise taking on too much, too soon. Too much input, especially when the input is unhelpful or distracting, creates the mental equivalent of a "denial of service" internet attack - so much comes in so fast that the whole system just overloads and shuts down.

But overloading is easy to avoid in most cases, provided you take the time and effort to design an environment that is more permeable to "positive chaos" - fresh ideas, changing sensory input, new people - and less permeable to "negative chaos" - unwanted interruptions, distracting sensory input, unhealthy habits. I guess you could say that creativity is the love child of chaos and the prepared mind. In fact, in most spiritual texts and creation stories, the state of existence that presages the whole of creation itself is a formless state of chaos, the archetype of limitless potential. The same even goes for the scientific creation story - the Big Bang. All of what is, springing forth from a singular point of all that might be.

Adding "Positive Chaos" To Your Life

With your clients it is important to nurture "positive chaos" in order to develop and stimulate creativity. But just how do you go about creating an environment of positive chaos? Here are a few suggestions:

Retool your reality. Trade in the "same old same old" for something new. Take a different route to work, eat at a new restaurant, wear a new color or listen to a completely different style of music than you normally do. Another tried and true trick is to go to a large bookstore and purchase a handful of magazines

that you have never read before. (On a budget? Hit the library instead.) Mix it up every week or so, trying new combinations and options and keeping an eye out for new ways to shake things up.

Dress up your decor. Surround yourself with inspirational and energizing colors, textures, pictures, fabrics, accessories and art. Change out the combinations on a regular basis. Appeal to all the senses, not just one or two: set out aromatherapy or essential oils, put out a bowl of your favorite candies or other snacks, introduce man-made or natural sounds, use tactile fabrics and surfaces and so on. To expand your options, get together with friends to exchange art, photo-books, accessories, tips and ideas. Sharing makes the process more fun and exposes you to concepts and input you would never find on your own. Also, if you live in a bigger city, your library may even rent out art and sculptures along with books. You never know until you ask!

Liven up your language. Subscribe to one of those "word a day" newsletters, (<http://wordsmith.org/awad/>). Read books by authors, in genres or from eras you don't normally choose. Learn a few words and phrases from a different language every month. Trade in your tired old "every day" verbs, adverbs and adjectives for fresh, new interesting ones. Here's a fun tip - create new replies for everyday questions, something a little fun or thought provoking, instead of rattling off the same old stock answer. For example, my favorite response to, "What do you do?" isn't a boring job description. Instead, I sometimes respond with the return question, "When?" to highlight the point that we all do different things, and are different people, at different times during our days and throughout our lives. It's surprising, intriguing and it almost always takes the conversation somewhere it hadn't been going before.

Congregate and collaborate. Make it a point to schedule face-to-face time with friends and colleagues - but don't just "do lunch" and call it a day. Instead, set aside a good chunk of quality time to hang out together and really luxuriate in a deeply engaged conversation. You can even introduce conversation-starting triggers to expand the horizon of your discussions (Uncommon Goods has a great a deck of cards printed with thought-provoking questions called *Table Topics*—<http://www.uncommongoods.com/item/item.jsp?itemId=13602>).

(continued on page 6)

Next Meeting: Second Thursday, June 8th — 7:15-8:45am.
Please RSVP to Gene Hildabrand, Director of Membership
at gene@themasternetwork.com no later than Saturday June 3rd, 2006.

Chaos and Creativity

(continued from page 5)

And don't limit yourself to the same handful of people you always see. Join new clubs, try new activities and otherwise find ways to put yourself in front of people and groups you've never met before.

Go for games. One of the best ways to keep your mind sharp and your intuition limber is by playing games and puzzles that stimulate the mind. Crossword puzzles, word and number games, jigsaw puzzles, brainteaser toys and so on are the stones that hone the cutting edge. And don't forget those crazy desktop office toys. Despite their inherent goofiness, you'd be surprised how refreshed you'll feel after some "recess time" with a sand-scape toy or some wildly colored, heat-sensitive *Crazy Putty* (<http://www.puttyworld.com/hypercolors.html>).

Vary your virtual environment. Change your computer's icons, wallpaper and sound cues on a regular basis, use a different search engine, or doing anything you can do to get out of your virtual rut increases your chances of stimulating some constructive serendipity.

Strut your stuff. Nothing freshens the mind and energized the body like a brisk walk, especially when your pool of creativity seems to have grown a bit of algae from disuse. Vary your route, walk with a mindfulness of your surroundings and breathe deeply. Create walking games, like seeing how many flowers you can identify by name or making up fictional stories for scenes you see along the way (are that boy and girl just out for pizza, or are they really visitors from the future on a "vintage tours" holiday?). You can even take lightweight exercise gear along, like stretching straps, a weighted ball or a jump rope, and do a bit of interval training along the way.

Congratulations Bob!

I am pleased to announce that I am beginning my coaching practice, Marriage Strategies. I will be working with couples and individuals.

Bob Frasier, M.A. 210-722-6878
marriagestrategies@sbcglobalnet

About the ICF

Total ICF Members: As of May 1, 2006, the ICF membership has officially passed the 10,000 mark. To be exact, ICF now has 10,244 members in 80 countries.

Registration for the 2006 ICF International Conference: Registration opens in mid-May. *Note:* the 2005 ICF International Conference sold out. Please plan to reserve your space early

What is the ICF: The International Coach Federation (ICF) is the largest worldwide resource for business and personal coaches, and the source for those who are seeking a coach. The ICF is a nonprofit, individual membership organization formed by professionals worldwide who practice business and personal coaching.

The ICF exists to **Build, Support and Preserve** the integrity of the coaching profession through programs and standards supported by the individual membership.

To Build... The ICF maintains a high visibility for the profession through public relations, publicity campaigns, marketing strategies and the Coach Referral Service (CRS). The CRS is an independent, non-profit ICF service which makes it easy for people to find the right coach for their needs.

To Support... The ICF develops and implements programs that assist in the professional development of its membership. In addition to the professional development opportunities of an annual conference, the ICF provides professional growth opportunities through its local, regional and virtual chapters throughout the world. Continual support is available through the ICF Web site and publications.

To Preserve... The ICF developed and promotes an industry wide Code of Professional Standards. ICF also developed the first universally accepted Accreditation process which will preserve the integrity of coaching through standardized credentials that will assist consumers in choosing professional coaches.

ICF Definition of Coaching: Coaching is an ongoing relationship which focuses on clients taking action toward the realization of their visions, goals or desires. Coaching uses a process of inquiry and personal discovery to build the client's level of awareness and responsibility and provides the client with structure, support and feedback. The coaching process helps clients both define and achieve professional and personal goals faster and with more ease than would be possible otherwise.

Coaches Spotlight

Featuring Nora Fellows



Nora Fellows

MY PAST: I was raised in Virginia and moved to San Antonio about a year after graduating from James Madison University. I was stationed at Brooks Air Force Base where I worked at the School of Aerospace Medicine in the Epidemiology Laboratory as a research assistant. I also met my husband there and although we never planned to stay in San Antonio, we just settled in here and never left. Eventually I transferred from active duty to the Air Force Reserve. I worked at the University of Texas Health Science Center at San Antonio for over ten years. Originally, I was a study coordinator for clinical drug trials but later moved to the computing resources department in the customer services area. Eventually I left UTHSCSA to spend more time with my family and care for my parents. My part time military reserve duty gave me a chance to stay in the “business world” and an opportunity for some great international travel.

MY PRESENT: I am a currently a graduate student at St Mary’s University in the Community Counseling Program. In addition to classes, I am interning with Hospice visiting patients who have been diagnosed with less than six months to live. In the fall I will start an additional internship with one of the local Community Colleges, which I am really looking forward to. I also have continued to work part time for the Air Force Reserve currently assigned at Wilford Hall Medical Center as a hospital administrator (MSC for you military folks). My husband is also a hospital administrator in the reserves and is deploying this week to Iraq for a four month tour of duty. My children are all in college with my eldest leaving for graduate school in London this coming September. Right now, though they are all living at home along with assorted cats, fish and a dog.

As you may have guessed I am not a practicing coach. One of my fellow classmates, Susan Loveland invited me to a SAPCA meeting. Until that time I had never even heard of “coaches”. I have found the meetings to be very helpful, especially learning what directions y’all have taken your businesses. And even though I have not begun actively coaching I am very involved in SAPCA and currently serve as Finance Chair for the organization.

MY FUTURE: My specific interests are career planning/counseling across the life span; and health psychology, particularly the psycho-social management of chronic and disabling diseases often found in the elderly. The future holds (I hope) continuing into a doctoral program, and starting my own business utilizing both coaching and counseling skills. I also love research and hope to incorporate that into my personal plan too.

MY SKILLS: I enjoy working with people and I’m a good listener. I am very curious, have a wide range of interests and love learning. I’m also pretty laid-back... well most of the time anyway!

THREE THINGS I WANT YOU TO KNOW

“A small group of thoughtful people could change the world. Indeed, it’s the only thing that ever has.”
~Margaret Mead

“Action expresses priorities.”
~Mohandas Gandhi

“Luck is a matter of preparation meeting opportunity.”
Oprah Winfrey

COACHING TIPS:

Listen, really listen, with an open mind and open heart – for what is said and for what is not said.

Written words have power. Plans, goals and action items should be written. Recognition, appreciation, and kudos should be written. Anything important Should be written.

Put it all in perspective.

New Membership Categories

As you know, the ICF has recently updated their membership categories. In order to be in alignment with the ICF, SAPCA has also updated our membership categories. We have designated which category you fall within on the roster on page 9. Please direct your questions to Gene Hildabrand, gene@themasternetwork.com.

SAPCA Credentialed Coach Membership (full voting rights) is granted to an individual upon acceptance of the application, to include being a current ICF member and agreeing to abide by the ICF Code of Ethics and the Ethical Conduct Review Process of the ICF, while continuing to pay annual local SAPCA activity fees of \$50 and annual ICF dues as directed by the ICF's Board of Directors. Also, the candidate holds an ACC, PCC or MCC credential from the ICF and maintains that credential over time. Credentialed Coaches can be elected to any SAPCA leadership role or serve on any committee.

SAPCA Affiliate Membership (full voting rights) is for professionals actively engaged in business or personal coaching who do not yet hold an ICF credential, and pay annual local SAPCA activity fees of \$75. All other requirements and benefits of the Credentialed Coach membership apply (see above)

SAPCA Associate Membership (no voting rights) is granted to an individual whose career direction is not primarily that of professional coaching, yet supports the skill-sets, principles and goals of the SAPCA-ICF and is interested in aligning with our coaching resources, culture and community. Associate members are not required to join the ICF but agree to abide by the ICF Code of Ethics, and pay annual local SAPCA activity fees of \$100. Although an Associate member cannot be an officer or board director of SAPCA, he or she can serve as a committee chair or committee member. All Associate candidates must have an Affiliate or Credentialed Coach SAPCA member endorse their application. A sub-set of Associate Membership is for Student Associate Members. You must be a full-time student at an accredited college or university and not presently engaged in the practice of business or personal coaching. You will provide specific school/degree plans and location, and pay \$25 a year for SAPCA local activity fees. All other requirements of the Associate level apply.

Ready to be Coached?

In a recent interview conducted with Master Certified Coach, Laura Berman-Fortgang with MSN/NBC, Laura points to the indicators of whether or not a person is ready to be coached. As you review the following information, consider what you encounter with your clients. Also, consider yourself. Do you have a mentor coach and are you ready to be coached? As a coach, it is highly recommended that you enlist the services of your own mentor coach on an on-going basis. The most successful coaches do!

Are You Ready, Willing, and Able to Be Coached?

Ready

1. I have time to invest in myself.
2. I can make and keep appointments with myself to work on this material.
3. There is a gap between where I am and where I want to be.

Willing

4. I am fully willing to do the work required to get me where I want to go.
5. I am willing to stop or change the self-defeating behaviors that limit my success.
6. I am willing to try new things even if I am not 100 percent convinced they will work.

Able

7. Coaching is the appropriate discipline for the changes I want to make (rather than therapy or a twelve-step program).
8. I have the patience to take consistent action toward my goals, regardless of how immediate the results are.
9. I have the support I need to make significant changes with ease (i.e., family or company buy-in).

If you answered no to two or more of these questions, you will need to make adjustments before the coaching can be effective.

To review the entire interview of Laura Berman Fortgang go to <http://www.msnbc.msn.com/id/12169334/>

Lockhill Station Post Office Box 780114 - San Antonio, TX 78278-0114 ♦ www.sapca.org
Membership List (more details and photos at <http://sapca.org/members2.htm>)

LEADERSHIP

President: Michael Baker Michael@MoveToAction.com 830-537-3576
President-Elect: Michele Henkle Irelan, PCC Michele@SuccessWorks.com 497-7589
Secretary/Treasurer: Janet Bonnin jbonnin@boernenet.com 830-249-9785
Director of Communications: David Flack DFlack@satx.rr.com 872-5490
Director of Membership: Gene Hildabrand gene@themasternetwork.com 481-2555
Director of Programs: Wendy Geisler nutritionmaven@aol.com 823-4363
Director of Resources: Sue D'Ambrosio sdambrosio@satx.rr.com 650-5470
Immediate Past President: Mike Bellomy ACC mbellomy@BellomyGroup.com 524-7790
Board Advisor: Chris Lucerne, PCC chris@chrislucerne.com 408-7699

Credentialed Coaches Members (Certified through ICF)

Mike Bellomy, ACC Immediate Past President mbellomy@BellomyGroup.com 524-7790
Leslie Cardinal, PCC Leslie@LeslieCardinal.com 496-3304
Judi Craig, MCC judi@coachsquared.com 824-3391
Jayne Garrett, PCC, jayne@jaynegarrett.com 490-6106
Barbara A. F. Greene, MCC barbara.greene@greeneandassociates.com 366-8768
Michele Henkle Irelan, PCC PRESIDENT-ELECT 2006 Michele@SuccessWorks.com 497-7589
Chris Lucerne, PCC, BOARD ADVISOR 2006/President 2004 chris@chrislucerne.com 408-7699
Bill Thomas, MCC Past VP of the ICF billthomas@omniglobal.net 830-367-4555

Affiliate Members (ICF Members)

Caterina Nur Arends Caterina@highervisioncoaching.com 492-6882
Michael Baker, President 2006 Michael@MoveToAction.com 830-537-3576
Sharon Benedict homeharvest@qvtc.com 830-755-6163
Ed Bierschenk coachedb@qvtc.com 488-8137
Janet Bonnin, SECRETARY/TREASURER 2006 jbonnin@boernenet.com 830-249-9785
Diane Cunningham, PROGRAMS CHAIR diane@dianecunningham.com 219-5231
Sue D'Ambrosio BOARD DIRECTOR for RESOURCES sdambrosio@satx.rr.com 650-5470
Lorna Engleman lorna@panamadocs.com 492-6872
David Flack, BOARD DIRECTOR for COMMUNICATIONS/2002 President DFlack@satx.rr.com 872-5490
Bob Frasier bobfrasier1@juno.com 722-6878
Wendy Geisler, BOARD DIRECTOR FOR PROGRAMS nutritionmaven@aol.com 823-4363
Gene Hildabrand, BOARD DIRECTOR FOR MEMBERSHIP gene@themasternetwork.com 481-2555
Mike Mayberry mmayberry@theleadershipcoach.net 479-9891
Marc Miller marc@coachingmoments.com 830-229-5555
Jon Morse jon@thecenterforsuccess.com 830-997-5110
Sharon Powell COACHSKPowell@hotmail.com 647-0645
Chuck Saxer csaxer@o-l-d.com 408-1032
Poonam Sharma sharmap@flash.net 493-6554
Kimberly Smith-Martinez, Ph.D. kim@envisionyourdreams.com 832-9076
Jack Stephens jack@invest.com 590-6878
Jeff Thompson jeff@summitlifestrategies.com 831-2246
Raelyn Van Pelt vanpelt@sbcglobal.net 683-6360
Steve Varga steve@varga-associates.com 490-3377
Blaine Wilson coach@fitcare.net (830) 377-4925
Angela "Angie" Woodrow awoodrow@beyondpointb.com 492-6461

Associate Members (Non-ICF Members)

Linda Crum lctrainer@aol.com 316-0946
Ian Dahlgard iancoach@aol.com 273-5331
Nora Fellows, FINANCE CHAIR fellows@qvtc.com 830-755-6423
Susan Loveland aloveland@satx.rr.com 696-0258
John Lovitt Past President 2003 johnlovitt@kw.com 364-8025
Irene Maxfield imaxboston@yahoo.com 590-1686
Rick Thomas rtthomas_satx@yahoo.com 490-5170
Richard Zielinski solutions@apsrecruiting.com 690-3888

Honorary Members

Jim Antenen jimantenen@earthlink.net 826-7595 ext. 230
Dee Dee Aspell deedee@aspell.com 930-4664

In partnership with Borders in Huebner Oaks Shopping Center



San Antonio Professional Coaches Association

For anyone wishing to change bad habits and move positively forward

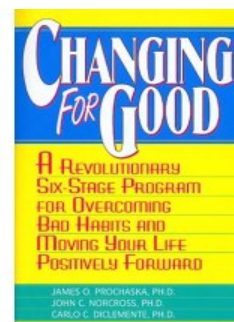
INVITES YOU TO **Changing for Good**

A Revolutionary Six-Stage Program for Overcoming Bad Habits and Moving Your Life Positively Forward

Thursday, May 18, 2006 7:00pm-9:00pm

Have you struggled to change a behavior or break a habit but find yourself giving in to your cravings or returning to that old behavior despite your best intentions? Breaking a habit is not dependent on willpower or luck, but rather on understanding the process involved in change. Learn about the *Six Stages of Change* you must move through in order to successfully rid yourself of those habits or behaviors.

- ◆ **Understand** what has kept you from achieving your goal in the past.
- ◆ **Learn** the importance of moving through each stage of change in a timely manner.
- ◆ **Identify** which stage of change you currently occupy.
- ◆ **Prepare** to navigate to the next stage toward Changing for Good!



This free two-hour experiential workshop features the book *Changing for Good* written by James O. Prochaska, Ph.D., John Norcross, Ph.D. and Carlo DiClemente, Ph.D.



About the Presenter

Dr. Kimberly Smith-Martinez is a local licensed psychologist and professional life coach. She works part-time as a psychologist at the Child Guidance Center and also maintains a private coaching practice, "Envision Your Dreams." As a coach she works with individuals, professionals and groups who are ready to make positive change in their lives. She assesses and educates her clients regarding their readiness to change using the *Stages of Change* model presented in the featured book "*Changing for Good*."

Borders will present all guests with a 20% off coupon good for all purchases made on the evening of the presentation.

**Some restrictions apply*

Event being held at

BORDERS®

Huebner Oaks Shopping Center
I-10 West between Huebner and DeZavala
11745 IH-10 West, Suite 110—San Antonio, TX 78230
210-561-0022

Come early, select the books you want to purchase and bring them to the presentation. At the end of the presentation you will be given your coupon for a 20% off your purchases.