



 **GREATNESS**
LEADERSHIP COACHING
DECEMBER 2019 NEWSLETTER

Here's to Your *Game-Changing* next Decade!

"Whether you think you can, or think you can't - you're right."
- Henry Ford -

A warm welcome to this newsletter, which -I hope- finds you very well and already inspired about great opportunities for yourself and your teams in 2020 and beyond... 😊

The next pages aim at inspiring you further and at setting yourself up for success and fulfilment! You will find "*Wise insights for a Great Life*" as well as "*Steps for leaders to create a culture of agile collaboration to win in our VUCA world in 2020*", lots of related quotes and resources in the last 2 segments of this newsletter, and -in between- lots of 'colorful' moments for me in Q4!

In this holiday season, gifts are in order! I hope you will enjoy mine: a webinar offering "[Success tips every manager needs, to coach well](#)".

With gratitude for all great moments and lessons 2019 offered us, I present you and your loved ones with my warmest wishes of health, happiness, love and success in 2020 😊

May we all together serve the growth of human potential and consciousness in 2020, our world needs it more than ever!

And may you unleash the Greatest story there can be: *Yours* in this New Decade!



Jean-Francois Cousin

Speaker, Author and
Master Certified Coach

Director at the Global Board
of the
International Coach Federation
(ICF)

COMMIT TO
**CHANGE
THEIR GAME**
FOR GREATER
OUTCOMES



PS: We fully comply with GDPR requirements and wish to remind you that you can unsubscribe from this newsletter by simply clicking [here](#).

A REFLECTIVE SPACE

Popular Articles



Wise insights for a Great Life!

I am grateful to the great people I have had the privilege to serve throughout my coaching career. They taught me more than I could ever have imagined, and the wisdom they unleashed along our sessions inspires me on a daily basis.

In this short article, I share a few of their insights about leading a life with great character, personal growth and relationships with others. Enjoy and please share if they can light up and enrich someone's Life!

Read more [here](#).



Steps for leaders to create a culture of agile collaboration to win in our VUCA world

China growth-deceleration, the normalization of monetary policies on the USA, tepid economies in Europe, oil prices' roller-coaster ride, ever faster evolutions in customer-spending patterns are just a few of the countless factors increasing volatility, uncertainty, complexity and ambiguity ('VUCA') in our business world.

How can leaders grow to overcome such challenges? What must they accomplish to create a culture of agile collaboration?

Here are some recommended steps!

Read more [here!](#)

SPEAKING ENGAGEMENTS



Converge 19, ICF Biennial Conference

Prague, Czech Republic



[ICF Converge 2019](#), ICF biennial conference was a shining highlight of the year for our association! Close to 1,000 coaches from 75 countries came together in Prague to enjoy outstanding learning, sharing and networking.

'Converge' convened the world of coaching to empower coaching for the world, across an experience of togetherness, growth, fun and disruptive inspiration. We could just see how, as coaches, we are skillful at disrupting ourselves and others in service of making a positive and sustainable difference around us. In an increasingly unpredictable and uncomfortable world, aren't our skills more needed than ever?

We concurred that *now* is time that we weave our shared values and mission into a new form of leadership - one that unlocks vibrant possibilities for the future of humanity and brings closer ICF's vision: ['making coaching an integral part of a thriving society where every ICF Member represents the highest quality of professional coaching.'](#)

It was a profound joy for me to see fellow-participants enjoying every moment, valuing every connection made, and unlocking inspiring and empowering new possibilities for themselves, their loved ones, their work, their communities and our world!

View the full photo album [here](#).



How to foster inclusion and diversity? Lessons from top tech companies

Vina del Mar, Chile



Much gratitude to the superb IODA Chile team for an awesome conference and for giving me the chance to deliver the opening keynote!

IODA stands for '[International Organization Development Association](#)'. This year's conference was aptly focused on "*Inclusion, Diversity and Trust, trends and practices for the organizations of today*". And there was so much to learn from each and everyone of the passionate participants joining from 5 continents!

I talked about "How to foster inclusion and diversity? Lessons from top tech companies"

View the slide-deck [here](#).

View the full photo album [here](#).



Boldly leading the future of coaching in a fast-changing world

Quito, Ecuador



Felicidades / warm congratulations and thanks to [ICF and the American Chamber of Commerce in Ecuador](#) for pulling out an outstanding conference themed 'Futuro Consciente' ("for a conscious future"), with inspiring thought-leaders and such a timely, pressing topic!

It was a joy to join the event and I was so moved to witness again what can become possible, for Ecuador and beyond, when great minds come together, and how coaching can facilitate and accelerate societal progress! 😊

I had the chance to share that coaching's original intention was to "awaken human potential and consciousness" and how it can be further leveraged at all levels of society in our world that needs so much more of it for its very sustainability.

View the slide-deck [here](#).

View the full photo album [here](#).



10 insights and 10 tips to coach at your very best

Panama



Muchisimas gracias to ICF Panama's awesome leadership team and members and to the leaders of the private sector who joined to discuss the future of leadership!
A very inspiring moment in the gorgeous 'Club Union' by the Pacific coast-line!

I shared great practices from tech companies' coaching cultures and also "10 insights and 10 tips to coach at your very best".

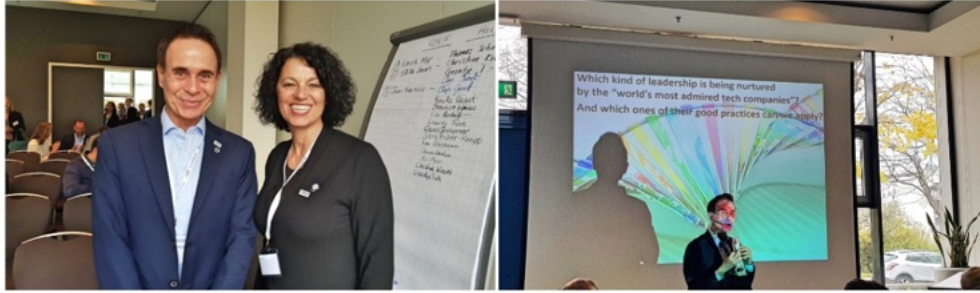
View the slide-deck [here](#).

View the full photo album [here](#).



Why and how coaching boosts the success of tech companies in the Silicon Valley

Munich, Germany



ICF Germany's yearly symposium was focused, this year, on 'Agile Leadership' and gathered European leaders from the corporate sector, coaches and speakers. Impeccably organized -of course!-, the conference offered a very rich agenda and not just inspiring talks but also the coveted 'Prism Award' for companies nurturing highly effective coaching cultures and a 'bootcamp' for HR.

Vodafone and Adidas shared the main Prism Award while Volkswagen got a special prize for their long-term engagement with coaching and showed us a variety of ways they embed coaching in their huge enterprise.

I had the pleasure to engage participants about "*why and how coaching boosts the success of tech companies in the Silicon Valley*", and we had much fun!

Warm congratulations to ICF Germany's stellar Leadership Team for such a successful conference!

View the slide-deck [here](#).

View the full photo album [here](#).



Bring out the best in people and in business with coaching skills

Hanoi, Vietnam



Much gratitude to the organizers for the invitation and a perfect event! 😊

We played the whole day about "*bringing out the best in people and in business with coaching skills*", never got tired and left wanting more!

View the slide-deck [here](#).

View the full photo album [here](#).

NEXT SPEAKING ENGAGEMENTS



Coaching Masterclass: "Unleash the Great Coach within you"

World-wide, starting January 14, 2020 (for 7 weeks)

Timeo-Performance presents
Masterclass
Unleash the Great Coach within You
With Master Coach Jean-François Cousin

Early Bird - Limited Time Offer
BOOK NOW



- 7** Weeks Class
- 100% online** with live webinars
- Team of coaches** to support you
- ICF-accredited** 8 CCE units
- Certification
- Community

I am delighted to share with you that the Coaching Masterclass we have fine-tuned with the insights and expectations of close to 200 leaders worldwide is ready to take off on January 14 2020! 😊

May I invite you to browse through the Masterclass outline [here](#) and share it with colleagues or friends who could benefit -leaders/managers, internal coaches or trainers, as well as coaches wishing to strengthen their core-skills-?

It is a highly interactive, gamified learning-experience where participants exchange with classmates and benefit from the daily support of a team of dedicated professional coaches to support their learning.

The Masterclass includes live webinars with me, demonstrations, social learning and many practical tips and templates... to 'unleash the Great Coach within You'!

This unique Coaching Masterclass has been approved by the ICF as a CCE program. Participants will earn CCEU's with their certificate of completion 😊

Please reach out to our dedicated Masterclass Support Team at masterclass@timeo-performance.com with your questions and we'll be in touch!

Visit the website [here](#).



Coaching as a skill to bring out the best from yourself, others and organizations

India / New Delhi, February 7, 2020





With a brilliant audience of academics, business leaders and coaches we will discuss

- What is coaching?
- What coaching is not?
- Why coaching matters?
- How does coaching work and help human beings, leaders, organizations and businesses grow sustainably?
- What ascertains the credibility of coaching?
- Why coaching has become the key lever to become a better leader, a better mentor or just a better role-model?
- How coaching improves and accelerates change management in organizations and businesses?
- How would our World look like with more coaching?

Check [here](#) for updates!



Next Speaking Engagements

USA



USA / Houston, January 14, 2020 (evening)

Check [here](#) for updates!



USA / Chicago, March 23, 2020

Check [here](#) for updates!

SPECIAL HIGHLIGHT



A game-changing year creating vibrant new possibilities at ICF!

In January, I [invited all coaches](#) to try our best at making 2019 a year when coaching expands its reach and advances societal progress. And I just wholeheartedly thanked everyone who spread the positive ripple effects of coaching around the world - it mattered more than ever!

Of course, our society needs way more coaching! It's time for coaches to weave our [mission and shared values](#) into a new form of leadership that unlocks vibrant possibilities for the future of humanity. In 2019, at ICF, we enabled ourselves to boldly advance the reach of coaching, in service of our members, our profession and society.

We're Growing, to change the game

In January 2020, the International Coach Federation will become the International Coaching Federation. The International Coaching Federation will have a global mindset and demonstrate forward-thinking and expanded ways of serving coaches, coaching clients, our communities and the world.

We'll achieve this transformation with six family organizations within our "ONE ICF" ecosystem, each with a dedicated board and resources to move forward.

You can learn more about these exciting changes [here](#).

Landmark Contributions to Professional Standards

Another evolution coaches will all enjoy results from the stellar work of volunteers and staff who finalized, in 2019, what no other global certification body has undertaken: the completion of our updated Core Competency model. More than 1,300 coaches—both ICF Members and non-members, from a diverse range of backgrounds and experience—from around the globe participated in the process.

We are incredibly proud of the quality, integrity and validity of our evidence-based approach to credentialing and of the value it brings to ICF coaches and their clients. You can learn more about the revised competency model [here](#).

The ICF Code of Ethics is reviewed every three years. Our latest review began last year and involved a large Code Review Team with members from 16 countries. The team's multi-layered review process involved hundreds of hours of research, conversation and thoughtful review. We are also so very proud of the quality of their contribution!

We released the revised Code earlier this month, and it will go into effect January 1, 2020. It includes refreshed definitions and standards, and a very helpful introduction. You can download a PDF of the revised Code [here](#).

Milestones and Celebrations

Our annual [International Coaching Week](#) (ICW) celebration was truly exceptional: More than 100 ICF Chapters hosted over 600 events, and ICW was mentioned in the media 236 times across 27 countries!

[ICF Converge 2019](#), our biennial conference, was another highlight. Close to 1,000 coaches from 75 countries came together in Prague, Czech Republic, for outstanding learning, sharing and networking. ICF Global Board Directors facilitated Possibilities Beyond conversations to harvest participants' ideas about how we can empower coaching for the world.

We also launched a new platform to make the ICF Credentialing application and renewal process easier for coaches.

We conducted the fieldwork of our fourth [Global Coaching Survey](#), in partnership with PricewaterhouseCoopers, to provide an up-to-date picture of the coaching profession and enable coaches

to embrace the opportunities and overcome the challenges ahead. We broke our previous record for number of respondents, making this the largest coaching industry research study in history! We'll share the findings in the second half of 2020. We welcomed several new Chapters including The Caribbean's, Iran, Qatar, Serbia and Uganda.

And we shared stories of coaching's transformative impact through our [#ExperienceCoaching](#) series. Our first season was viewed more than 1.3 million times so far.

Looking Forward to an inspiring 2020!

In 2020, ICF will celebrate 25 years of advancing coaching. Besides bringing our new family organizations to life, we'll enhance ICF's contribution to the important fields of supervision and Team Coaching.

2019 has been a game-changing year. Together, we've created vibrant new possibilities for the future of coaching. On behalf of ICF Global Board I thank wholeheartedly every member of our ONE ICF ecosystem - ICF's global community of volunteer leaders, members and staff is the heartbeat of our Association!

FOR TRAVEL LOVERS Postcards

POSTCARD #1

Beijing, China



25 years later... a second visit to the Forbidden City in Beijing 😊

Back then I felt almost alone there... This time, I was in the company of 15,000 other tourists... despite it being a rainy working-day!

Much harder to sense the soul of the place, but it is still spectacular of course! And -luckily- very efficiently run: my hotel concierge told me, "your passport is your ticket to the forbidden city", and indeed it was: on-line, advance ticketing, ID scanning and the gates of Heaven open! 😊

View the full photo album [here](#).

POSTCARD #2

Prague, Czech Republic



Oh Prague! Such a romantic delight, each and every time 😊

Its morning fog kindly vanished and let its beauty shine just when I started wandering around 😊

Nothing better to keep my eyes open after a long night in planes!

View the full photo album [here](#).

POSTCARD #3

Valparaiso, Chile



POSTCARD #4

Quito, Ecuador



A short stop-over in Valparaiso, on the way back from Vina del Mar to Santiago 😊

'Syncopated, dilapidated, colorful and poetic' as Lonely Planet describes this vibrant city... Would have loved to enjoy its vibe longer, but hey, duty called down the road! 😊

View the full photo album [here](#).

Quito, #2 on the UNESCO's World Heritage sites list (after the Galapagos islands, also in Ecuador!), a jewel to visit, even under the rain! 😊

View the full photo album [here](#).

POSTCARD #5

Panama



Ah... Panama and its canal... They were on my bucket list for a long time 😊

So happy to have seen it from above and then on the ground! So impressive and such a tumultuous history behind the canal... *Plus*, Panama City is a delight to enjoy, especially its 'Casco Antico' (old quarter) and the warmth of the population!

View the full photo album [here](#).

POSTCARD #6

Munich, Germany



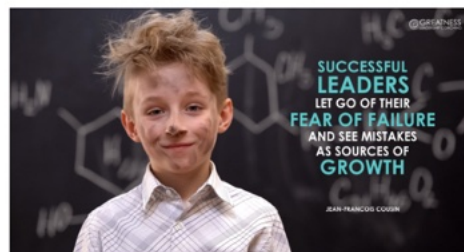
Beautiful Munich is all ready for the festive season, and the warmth of the shops' decorations make up for the cold outside! The city's majesty remains impressive all the same 😊

View the full photo album [here](#).

QUOTES



Dare to drop your mask and allow your authenticity to inspire others to be real too



Successful leaders let go of their fear of failure and see mistakes as sources of growth



Successful leaders discard the mundane to focus on what matters most



How will your life change when you change your 'buts' into 'ands'?



Start your day with gratitude for the best parts of you and your life



Whereas perfection lives only in your mind, your greatness lives on in other's hearts and minds



Real humility and sincere gratitude are the hallmark of great people

FOR YOUR INSPIRATION

RESOURCE #1

Resilience Is About How You Recharge, Not How You Endure

Harvard Business Review

"If you really want to build resilience, you can start by strategically stopping. Give yourself the resources to be tough by creating internal and external recovery periods." (...)

Read more [here](#).

RESOURCE #3

Want Higher Profits? Hire a Female CEO, CFO

Korn Ferry

"Diversity at the top, it seems, can pay. The issue of making leadership more diverse remains..." (...)

Read more [here](#).

RESOURCE #2

How to Thrive in the 2020s

Boston Consulting Group

The keys to competitive success in the new decade will be different from those of the past.

Here are six steps to create a company equal to the challenges of the 2020s.

Read more [here](#).

RESOURCE #4

Women in the Workplace 2019

McKinsey

"Five years into our research, we see bright spots at senior levels. But companies need to focus their efforts earlier in the pipeline to make real progress." (...)


Read more [here](#).

RESOURCE #5

Netflix Culture: Freedom and Responsibility

A great slide deck about the making of Netflix culture as the company transformed from an SME to a global giant. Facebook's COO, Sheryl, Sandberg called it one of "the most important documents ever to come out of the (Silicon) Valley".

Read more [here](#).



Greatness Newsletter
[September 2019 Edition](#)

"Impossible is just a big word thrown around by small men who find it easier to live in the world they've been given than to explore the power they have to change it. Impossible is not a fact. It's an opinion." - Seth Godin



GAME CHANGERS AT THE CIRCUS

There are autocratic lions in a workplace. And there are peace-loving elephants, nonchalant chimps, eager beavers, single-tracked eagles, and self-centric snakes too.

All protect a crippling status quo until a game changer joins and unleashes greater possibilities.

Will you be a Game Changer at your Circus?

Get your copy now on [Amazon!](#)

Here's to the Greatness in You!

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