



Diversity, equity, and inclusion are at the heart of everything we do.

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## Message from the Board

Dear Members and Friends of ACTO,

We continue to be full steam ahead as we SPRINT over the next few months. The board retreat in November enabled us to be more clear and more focused. More importantly, it allowed us to know one another better so that we can work cohesively as a high performing team. We have increased the number of Board meetings and made the agenda more action oriented.

We implemented the Community Conversations calls in response to the membership's request to have a forum for dialogue. So far, the dialogue has been rich and valuable. The conversations have also given a better sense of ways to frame the calls in the future so that they are relevant and timely for the issues we face in coaching and coach training. They will continue to be a means of connecting with one another and giving feedback to the organization.

We remain committed to breathing vitality into the organization.

Our sprint goals include:

- reaching increased numbers in our membership, including additional coach training organizations as well as individuals
- increasing the global representation of the membership to include many more

countries; we are convinced that in order for our organization to continue evolving, we need to broaden our perspectives to increase our sensitivity to other worldviews

- revamping and increasing sponsorship opportunities for our members and their offerings
- shifting the leadership structure of the Board and committees to a more collective style, where everyone can “bring their brick” and contribute. In Committees and Task Forces, this will look like accepting your contribution or project in whatever form that takes

If you have an idea for ACTO, or would like to contribute in another way, connect at [acto@actoonline.org](mailto:acto@actoonline.org). Your participation in a committee or task force affords you a one-year free membership.

We welcome your ideas, your participation and your effort as we SPRINT into 2025!

With appreciation and gratitude,  
ACTO BOARD



## Resource of the Month

Each month in this newsletter we will highlight a different facet of identity, and provide a resource in this area for our readers.

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### **Neurodiversity - Wheel of Executive Function**

All humans have a set of "executive functions" -- brain functions that activate, organize, integrate, and manage other functions. They're the CEO, the conductor, the ringmaster of the brain! Most people are stronger in some areas than others, but neurodivergent folks may feel executive dysfunction on a more impactful level. The Executive Function Wheel can be used to help clients identify their executive functioning strengths and challenges to provide more targeted coaching and greater awareness and understanding.

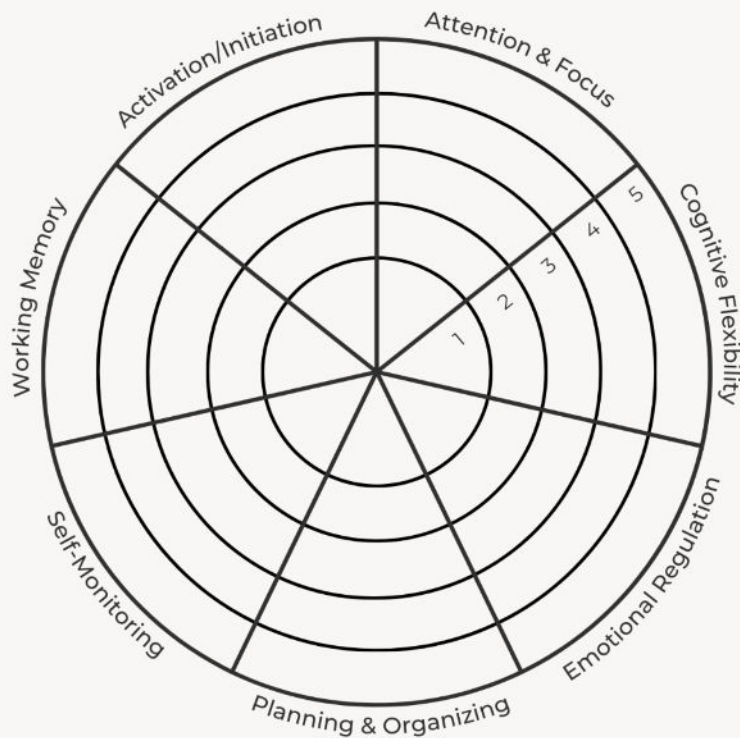
Also announcing a new workshop on Neurodiversity by Marianna Henry who presented the last workshop and source of the Executive Function Wheel. (See details below.)

Register

## EXECUTIVE FUNCTION WHEEL

Please take a moment to evaluate and color in where you are on the following executive functions:

- 1** not happening.    **2** kinda rough.    **3** okay, could be better.    **4** doing great!    **5** really awesome!



Marianna Henry, MProf, ACC | MH Success Coaching | mariannahenry.com

## ACTO NEWS

**\*\*NEW\*\* Workshop presented by Marianna Henry, MProf, ACC**

February 10, 2025, 11am-1pm EST

**Join us for an engaging workshop on the Executive Function Wheel!**

Discover how executive functioning influences our daily lives and learn how to use the Executive Function Wheel to support your clients. We'll explore how this tool can help clients identify their strengths and challenges, bringing them greater awareness, understanding, and self-compassion. You'll also learn ways to use the wheel to help clients evaluate their needs, set meaningful goals, and measure their progress.

Fee: This workshop is offered free to members of ACTO, \$20 USD for prospective members. (Prospective members will receive a payment link after submitting the registration form)

Space is limited to fifteen participants. You **MUST** be available to attend the workshop live. The session will be hosted through Zoom.

Learn more [here](#).

[Register](#)

## **ACTO Monthly Community Conversations Calls!**

**Please join us on Thursday, January 2 at noon EST for our next call** The December call was another great gathering with new and returning colleagues. We look forward to another stimulating conversation in January and throughout 2025.

If you would like to facilitate an upcoming call, let us know. With community facilitation support, we can offer these calls at times that are more convenient for some in our global community.

Feel free to invite a colleague to experience this ACTO member benefit. You can learn more and see the full schedule [here](#).

[Register](#)

## **UPCOMING EVENTS**

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**ACTO January Community Conversations Call**

Date: January 2, 2025 Time: 12 noon EST

[More information](#)

[Register](#)

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**January Monthly Spanish Forum: Sesgos que te pueden condicionar como líder.**

Date: 15 de enero de 2025, 6:00 US PT, 9:00 US ET, 15:00 CET, 19:30 IST

[More information](#)

[Register](#)

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**January Monthly English Forum: Dare to Dream: Appreciative Inquiry based Coaching, Enabling Bold Dreams and Bold Action**

Date: January 22, 2025, 8:00 US PT, 11:00 US ET, 17:00 CET, 21:30 IST (90 minutes)

[More Information](#)

[Register](#)

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**February Workshop: Executive Function Wheel**

Date: February 26, 2025, 8:00 US PT, 11:00 US ET, 17:00 CET, 21:30 IST (90 minutes)

[More Information](#)

[Register](#)

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**February Monthly English Forum: Coaching in the Age of Uncertainty: Cultivating Resilience and Awareness in Clients and Coaches**

Date: February 26, 2025, 8:00 US PT, 11:00 US ET, 17:00 CET, 21:30 IST (90 minutes)

[More Information](#)

[Register](#)

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**March Monthly English Forum: Passed over for a promotion? Don't get mad, get helpful.**

Date: March 26, 2025, 8:00 US PT, 11:00 US ET, 16:00 CET, 20:30 IST (90 minutes)

[More Information](#)

[Register](#)

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## **ACTO STAND**

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ACTO is a community of coaches and coach trainers dedicated to co-creating a more diverse, equitable, and inclusive coaching profession. Through dialogue, learning opportunities, and change initiatives, we seed coaching excellence that values diverse cultural perspectives and eliminates bias and harm.

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To read the full details of the ACTO Stand, please visit [our website](#).



## VOLUNTEER WITH US

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Join our committees! Volunteer with ACTO and help shape a more inclusive coaching profession. Visit our website to learn more and explore opportunities to get involved.

[Visit our Website](#)



## January Multicultural Calendar

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We invite you to acknowledge and explore a diversity of significant dates and cultural celebrations with us. These dates were sourced from [Diversity Resources](#). Please visit their website to learn more about each date's significance. If you have important dates from your culture that you'd like our community to learn about, please let us know!

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January 4 – UN: World Braille Day

January 7 – Coptic & Eastern Orthodox Christian: Christmas

January 13 – Korean American Day

January 14 – Buddhist: Mahayana New Year

January 16 – National Religious Freedom Day

January 20 – Martin Luther King Jr. Day

January 21 – National Day of Racial Healing

January 27 – International Day of Commemoration in Memory of Victims of the Holocaust

January 27 – Isra Lailat al Miraj

January 29 – Lunar New Year



## ACTO MEMBER HIGHLIGHT

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We want to highlight and celebrate our members who embody the ACTO Stand for diversity, equity, inclusion, and belonging in their coaching practice and training. Would you or your coach training organization like to be featured in our Member Highlights section? We're looking for individuals and organizations whose stories inspire others in our community. [Reach out to us](#) to share your story!

## Help Us Grow Our Community

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Invite your coach friends and colleagues to join us! Share the benefits of [ACTO membership](#), including access to our informative monthly forums. They can also join our community calls as your one-time guests for a taste of what we offer. We appreciate your support in cultivating a vibrant community!



## Share Your Feedback with Us!

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We value your feedback. Please share your thoughts, ideas, and suggestions with us at [ACTO@ACTOonline.org](mailto:ACTO@ACTOonline.org). We look forward to hearing from you!

ACTO | 9490 W 130th St | Cleveland, OH 44136-2758 US

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