



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

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Message from the Board

Dear Valued Members, Colleagues and Friends of ACTO,

'Be the change that you wish to see in the world' - Gandhi

As things swirl around us, and seemingly large geo-political changes seem apparent and in motion, Gandhi's words hold special relevance to our work as coaches, coach training organisations and as ACTO.

In a recent Board Meeting, we all took a breath and a pause, to reflect on what was happening to us as individuals, and what we are being called to. Finding our ground, claiming it and staying firm is what our hearts welcome - all the while being our core human selves. The shared energetic space between Board Members and individuals on the call was precious and difficult to convey here, but we do send some of that clear, grounded focus your way as well.

So, what is the ACTO Board focussed on? Well, we are both focussed on and excited about the [Annual Conference](#)! We have dates and are happy to announce that June 19-21, we will host an online conference on our very relevant theme of HUMAN FIRST - Embedding Social Identity Differences in Coach Training. Please save the date and keep a look out for our communication which will arrive soon on our website, your inboxes and on social media platforms.

We are delighted that Gena Cotton (<https://www.linkedin.com/in/genacotton/>) has stepped in to volunteer for the Conference Committee and if you feel called to join, please [reach out to us](#) and we can talk.

Your feedback and engagement make ACTO dynamic and accountable. We particularly want to reference and share here with all of you that, we received feedback on how ACTO's commitment to Coach Training Organisations is being perceived. There is a sense that we are possibly catering more to individual coaches than towards CTO's. There was also feedback about a desire for more active support from ACTO with regards to policies that govern coach training schools, and that maybe ACTO is more America centric than it has aspired to be.

This was a call to clarify our message and we want to share here some snippets from our response:

"We hear the concern that ACTO appears to focus on individual coach membership over Coach Training Organizations. That certainly is not our intention! ACTO's roots remain grounded in supporting a strong and informed CTO membership base. Although we welcome individual members and coaching students, we have not retreated from our goal of providing CTOs with timely and relevant resources that enhance their training goals. The perceived change may have been the shift to an "also/and" approach in our outreach to recruit all voices in our field and help bring about a more inclusive and global coaching community. We will review our messaging to ensure that our objectives are clear.

Our biggest shift in recent years has been the introduction of the ACTO Stand for Diversity, Equity, Inclusion, and Belonging. We have not been shy in encouraging CTOs to adopt and integrate these values into their programs, in their own time and at their own pace. We offer resources to support this effort, recognizing that many schools are taking steps in this direction.

Regarding policies that impact CTO's, we share your concerns and acknowledge the systemic "power dynamics and biases" embedded in Western coaching models. While some of the challenges are beyond our scope, we are open to exploring initiatives – such as examining cultural differences in coach training (especially exploring how local culture is being included) across the coaching ecosphere.

Since 2019, we've actively worked toward greater global representation, with ACTO members taking on leadership roles from Canada, Egypt, Ghana, India, Kenya, Spain, The Netherlands, Turkey and the UAE. This remains a key goal for us. "

We invite dialogue and further exploration on such key themes and we will be happy to set up space for this in our upcoming activities.

With Open Hearts,
ACTO Board

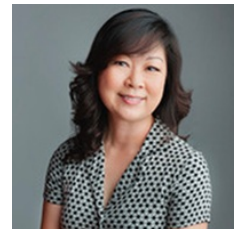
Resource of the Month

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

Coaching Supervision

For this month's resource, we want to spotlight Coaching Supervision. Our intention is to emphasize the importance of being supported as coaches and coach trainers. Being supported to maintain a standard of ethics, excellence and individual capacity for holding all that comes our way. We invited two leading people in the field of Coaching supervision to share their insights, and we present them in their own words:

Felicia Lauw is an executive coach and coach supervisor based in Singapore. EMCC Accredited Supervisor and Master Practitioner, Winner of EMCC 2020 Global Supervision Award and she has more than 13 years of experience in the field of supervision.



The rapid development of technology and geopolitical tensions add to the unprecedented pace and scale of change. This calls for everyone to be more resilient, agile, and energetic.

Mental wellness is more important than ever. Gaps between groups of people, countries, and regions are even more pronounced. The coaching profession has evolved with this complexity, with offerings like team coaching and focus area coaching, such as climate and biodiversity and inclusion, to support various groups of people. To develop coaches ready for this kaleidoscope of complexity, coaches and coach training must go beyond the essential coaching skills and help the trainee coach develop ethical and systemic awareness.

I noticed three main themes that are brought to supervision. The sequence in which they

are presented has no relevance or significance. The first is ethical deliberations around different stakeholders' impact and agendas, which are closely related to the second theme. The second theme is the ability to arrive at and maintain a level of graceful contracting that supports and focuses the coaching. The third is about energy management of self and continuous personal development.

Compared to 20 years ago, coaching is now more understood and is taken by many as a reputable and plausible profession. This profession has matured into a commercial service in many ways, and coaches who are primarily independent or belong to boutique coaching organizations often find themselves swept or impacted by the systemic waves. Through the reflective lens of supervision, one gains more clarity of nuances and subtlety of each situation.

Supervision provides a safe space for practitioner to develop their skills, contemplate ethical dilemmas, and maintain or return to a more resourceful state to serve. I hope to see more coaching schools offering supervision to support their coaching community and for coaches to know that supervision is a personalized way to learn and grow in service of their practice.

You can watch a video of a presentation by Felicia on [Diversity and Inclusion in Coaching Supervision](#).

Dr Damian Goldvarg MCC, ACTC, CSP, is the President of Goldvarg Coaching Group, Inc. He has 30 years of experience in executive assessment and coaching, leadership development, strategic planning, and team building worldwide.



Dr Goldvarg sent us a short video sharing his perspective. You can watch that here or read the synopsis below:



I think supervision is the key in our profession.

Unfortunately, the word supervision is misunderstood. Most of the time when people think about supervision, they think about telling people what to do or guidance or quality control.

But in the context of coaching it's an opportunity to reflect on our work. It doesn't matter how many years of experience we have, we all have blind spots. I am a master certified coach. I have been working with clients for more than 30 years and I still have a blind spot, areas where I may not be as effective or I may be stuck or I may have some questions.

Supervision is that reflective space to allow me to look at myself in the here and now and see what can I do, how I can show up, to be a more effective coach for my clients.

Now in this very challenging times, coaching supervision has a special role because our clients, who are global, even though I am located in the United States, people are showing up and coming up, to coaching with a lot of concerns, challenges regarding to what's happening in the world, politically, socially, economically, how this is affecting their livelihood.

There are a lot of emotions around fear of the unknown, sadness for the losses, anger for some of the political decisions and what's happening all over the world. And I believe that coaches, we do have a role in holding the space for our clients to navigate these emotions and as supervisors and supervision has a role in holding the space for coaches to bring what's happening to them when working with their clients.

So if they believe that coaching supervision is going to continue to develop, grow and bring more opportunity for learning for our professional practice as coaches worldwide. I do believe that people are going to have better understanding of what is coaching supervision still, I think that there is more work to be done around, clarifying what it is and what it is not.

I also believe that coaching schools have a role around coaching supervision. I am aware that there are several coaching schools that also provide supervision as a part of the training of the coaches in their program. Because if coaches during training understand what is supervision and how it works when they graduate and start working with clients, they have already incorporated the importance of supervision and continue with that activity after they graduate.

There is some research done by Elena Pinal in Mexico. She recognized that the participants of her program that received supervision compared to the one who did not receive supervision by the time that they graduated, were much more confident in their role. So there was already some research done that demonstrated coaching supervision produce higher level of confidence in the job of the coach during coaching training.

You can watch a video of a presentation by Dr Damian Goldvarg on [Diversity, Equity and Inclusion in Coaching Supervision](#).

ACTO NEWS

ACTO Conference 2025

With excitement we invite you to participate as a speaker in **Humans First: Embedding Social Identity Differences in Coach Training**, the ACTO virtual [conference](#) 2025, June 19-21, 9-1:30 Eastern.

This year's theme encourages us to explore the value, the necessity and the "how" of honouring social identity in coach training, coaching, business and in being human. This statement recognizes the global nature of humanity in all its vulnerability as well as human relationships, which require communication and heart-to-heart connection; this requires that we welcome all facets and invite all perspectives from around the world.

Submission Deadline for [Intention to Submit form](#) March 13, 2025.

Submission Deadline for Final [Proposals](#) is April 10, 2025.

[SUBMIT YOUR PROPOSAL
HERE](#)

ACTO Monthly Community Conversations Calls

Please join us on Thursday, March 6 at noon EST for our next call The February call was another great gathering with new and returning colleagues. We look forward to another stimulating conversation in March.

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](#).

UPCOMING EVENTS

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**](#)

ACTO March Community Conversations Call

Date: March 6, 2025 Time: 12 noon EST

[More information](#)

[**Register**](#)

March Monthly Spanish Forum: Los sesgos cognitivos, emocionales y conductuales en la gestión de nuestras finanzas personales. Relación entre la economía conductual y el coaching financiero

Date: 19 de marzo de 2025, 7:00 US PT, 10:00 US ET, 15:00 CET, 19:30 IST

[More information](#)

[**Register**](#)

March Monthly English Forum: AI Through a Polarity Lens: Coach, Client, and Workforce

Date: March 19, 2025, 8:15 US PT, 11:15 US ET, 16:15 CET, 20:45 IST (90 minutes)

[More Information](#)

[**Register**](#)

April Monthly English Forum: Beyond the Binary: Unpacking Gender Assumptions in Coaching

April 23, 2025, 8:00 US PT, 11:00 US ET, 17:00 CET, 20:30 IST (90 minutes)

[More Information](#)

[Register](#)

May Monthly English Forum: Mindset, Community, and Resources: Doing the Work on YOU as a Tool for Teaching DEIB

Date: May 28, 2025, 8:00 US PT, 11:00 US ET, 17:00 CET, 20:30 IST (90 minutes)

[More Information](#)

[Register](#)



ACTO STAND

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.

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



VOLUNTEER WITH US

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](#)



March Multicultural Calendar

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!

Awareness

- March 1 – Zero Discrimination Day
- March 7 – Employee Appreciation Day
- March 8 – International Women’s Day
- March 15 – International Day to Combat Islamophobia
- March 25 – Medal of Honor Day

Religious

- March 1 – Islamic: Ramadan
- March 5 – Christian: Ash Wednesday
- March 14 – Hindu: Holi
- March 14 – Sikh: Hola Mohalla
- March 20 – Baha’i: Naw-Ruz
- March 31 – Islamic: Eid al-Fitr

ACTO MEMBER HIGHLIGHT

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

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!

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

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