

# INSPIRING COMPETENCE



A Fran Fisher Advanced  
Group Mentoring Program

*Enhancing Your Presence and Power  
to Call Forth Your Client's Greatness*

*Co-Facilitated by Annie Gelfand, MCC, and Fran Fisher, MCC*



Fran Fisher, MCC



Annie Gelfand, MCC

*Inspiring Competence is for experienced coaches who are passionate  
about continuous learning and personal growth adventures.*

Next Available Program: February – June, 2026

TUESDAYS: 11:00 PM to 12:30 PM (ET)

*Feb 3 (orientation), 17; Mar 3, 17, 31; Apr 14, 28; May 12, 26; Jun 9, 23*

# INSPIRING COMPETENCE

## *Advanced Coach Mentoring Program*



We invite you to step into an intimate learning environment with like-minded and like-spirited peers. Are you eager to:

- Enhance your coaching mastery to extraordinary competence?
- Stretch yourself into new learning territories?
- Leverage your strengths and passion for greater contribution?
- Break through your inner glass barrier for your self-actualization?

Imagine the benefits, as together, we:

- Empower your personal learning, growth, and transformation
- Deepen your coaching presence and power with clients
- Enhance your coaching skills for accessing the transformational zone
- Learn in the safety of supportive connections in your small group of peers
- Earn 26 ICF CCEUs and 3 ICF RDs and/or fulfill your required 10 hours of mentoring if needed

## Program Format

- Small group of 10 participants MAX facilitated by Annie Gelfand and Fran Fisher
- Meetings held via Zoom™ webinars, recordings included
- Pre-course assignment: Breakthrough Intention Worksheet
- Ten 1.5-hour group sessions plus four 1:1 private sessions (with a choice from three experienced MCC mentor coaches)
- Feedback pointing to the MCC level of ICF Competencies
- Sessions include sharing and celebrating learning and breakthroughs; coaching with peers and mentor feedback; coaching with supervision feedback; skill exercises and demonstrations; Q/A

## Fee/Terms

Program Fee: \$2,750 USD paid in full in advance  
*Early Bird Discount: \$2,550 paid in full before December 15, 2025*

*"I listened to just one 20-minute recording yesterday and already noticed an improvement in my coaching presence and most magically...a significant shift in my first session of the day! One of my clients has been 'stuck' for a while, but with my simply slowing down, listening more, and staying present to the 'establishing agreement' portion of the session, I was able to support her toward some delicious wiggle room. Lovely to witness!" — Tisa Roberts, M.Div. PCC*

*"Thank you for your wisdom, insight and feedback— and your encouragement! ...when I look back at how much I have learned in this class, it is mind-boggling. I know this experience has stretched me, changed me and caused me to grow tremendously as a coach." —Denise T. PCC*

*"Attending this class, I created a transcendent breakthrough for myself, versus incremental improvement in my coaching effectiveness!" —Natalie B. PCC*

*"With great skill, warmth, respect, patience, humor, and a profound love of coaching you wove together a group of strangers into an international learning community. This was a wonderful growth experience." —Michael K. PCC*

*Zoom is a trademark of Zoom Video Communications, Inc.*

## The Expanded Inspiring Competence Program

I am excited to introduce a new Team approach format—with two additional MCC mentors joining me in delivering Inspiring Competence in 2026.

Annie Gelfand, MCC, will now be the primary facilitator for all group sessions. Annie will also be joining me in the mentor coaching roles along with Diana Ideus, MCC. Both Annie and Diana are Advanced Certified Mentor Coaches (ACMC), and I've provided their coaching profiles on the following pages. They are also listed on my website in the [ACMC Mentor Coach Directory](#).

Our shared vision for this collaboration is that this expansion offers powerful synergies for deepening the learning and increasing the value for YOU individually and as a group experience.

I've had the privilege of mentoring and training Annie and Diana to ensure that each of us aligns to the vision for Inspiring Competence objectives and the learning and support we can offer you. At the same time, we offer you our unique perspectives and expertise that will surely deepen the experience for you as a participant. From beginning to end, we'll give you our best coaching efforts, along with insights, feedback, encouragement, and support.

### Additional Benefits with the New Expanded Format

- ✓ You will now have three master coaches to choose from for your 1:1 mentor sessions. We are also offering an additional 1:1 mentor session for each of you. Three are included in your tuition and an additional mentor session #4 will be provided on a complimentary basis.
- ✓ Having three mentors to choose from offers the added benefit of learning from the experience, perspectives, and coaching styles of different master coaches.
- ✓ We can also offer you a broader range of 1:1 mentor session scheduling opportunities (Calendly) so you can schedule ahead and with a different coach each time if you wish to do so.
- ✓ I will be providing ongoing supervision for your mentor team, so I will be asking your permission to record and listen to some of the recordings of your 1:1 mentor sessions with Annie and Diana. This enables me to also support you both directly and indirectly.

Our goal is to provide you with generous support for your learning and growth. You can help us help you by trusting each member of the team as your learning partner.

You will have until October 1, 2026, to complete your four 1:1 sessions (90 days after the end of the course).

I hope you share my excitement about this new direction for the Inspiring Competence program! And, as always, I am open to questions and feedback or hearing about any concerns you may have regarding this transformative experience.

## Introducing Annie Gelfand, MCC, ACMC

Annie is a Master Certified Coach credentialed by the International Coach Federation (ICF), an ICF MCC Assessor since 2018, and an Advanced Certified Mentor Coach (ACMC). She is the co-creator and host of the Essence of Mastery Summit program series since 2017 and has focused on cultivating coaching mastery throughout her coaching career.



Annie serves as an adventure guide on the ride of life through the coaching relationship. Her penchant for always being inquisitive and never taking status quo without questioning it, has not always been an easy path. Her love of adventure extends to a deep passion and devotion to changing the way we communicate with each other. Annie is certain that the path of coaching mastery has the secret sauce it takes to help us be better human beings, which is actually her true motivation underlying the enormous project of managing the Essence of Mastery Summit.

Her sweet spot is mentoring credentialed coaches on the path of coaching mastery. She helps coaches develop greater skills and knowledge to go deep so they can be a powerful change catalyst for their clients. For those coaches who want to develop greater confidence, Annie can help uncover their uniquely authentic coaching style that leads to success.

Annie began her coaching career in 1997 working with individuals, teams, and relationships to make radical changes. With more than four decades under her belt as an entrepreneur, she founded the Wisdom Foundation, a Humanitarian Philanthropic Community-Based Not-For-Profit Service.

She holds a Master of Business Administration Degree, is a Certified Professional Co-Active Coach, and has trained in Organizational and Relationship Systems Coaching and Team Coaching. She was personally mentored by Dr. Peter Gerlach in Inner Family Systems. She has multiple certifications in holistic modalities, lived seven years in India, began practicing yoga at the age of nine, and started the daily practice of meditation at the age of sixteen.

Annie is an avid lover of all things natural and in nature, including but not limited to, kayaking, canoeing, swimming, biking, hiking, gardening, pickleball, ping pong, and chess with her life partner, Peter.

## Introducing Diana Ideus, MCC, ACMC

Diana Ideus has a Master's degree in Executive Coaching and Organizational Behavior and is one of the few coaches globally to have attained the level of Master Certified Coach (MCC) with an Advanced Credential in Team Coaching (ACTC) from the International Coaching Federation (ICF). She is also trained as an Advanced Certified Mentor Coach (ACMC). Diana leverages her coaching, consulting, management, and leadership development supporting leaders and entrepreneurs in fast-growth companies in tech, finance, and healthcare industries.



Diana founded Hawthorne Union, her coaching organization, with the belief that there was a better way to do business and that if we take care of our people, then they will take care of the profits. In addition to her work with leaders and companies, Diana teaches professionals how to coach at the University of Texas at Dallas and in courses approved by the ICF. Her book *Listen: Mentor Coaching for Coaches* and other resources for coaches and leaders are available at [www.hawthorneunion.com](http://www.hawthorneunion.com).

Diana has been coaching since 2005 and mentoring since 2006. Diana began teaching, mentoring, assessing coaches at the University of Texas at Dallas in 2020, and assessing for the ICF in 2021. Diana's focus as a mentor is to support coaches in mastering the elements of ICF coaching while developing their authentic styles and building their coaching practices.

Diana's areas of specialty in organizations include Mergers and Acquisitions, Organizational Culture Development, Growth and Scalability, Change Management, Innovation and Technology Implementations, Succession Planning, DEI, Leadership Development, High Potentials, and Coaching Strategies for Leaders. Diana has also developed coaching programs and group coaching programs within organizations in addition to providing those services through Hawthorne Union.

Learn more about Diana's journey and development from internal coach to external coach and entrepreneur via [www.reluctantentrepreneurtarot.com](http://www.reluctantentrepreneurtarot.com).



## About Fran

Fran Fisher is the founder of the Inspiring Competence Advanced Group Mentoring Program. She is a Master Certified Coach (MCC) accredited by the International Coaching Federation. With an international client list, Fran's mission is to empower her clients in achieving their visions while living their best lives. Her legacy to the international coaching profession demonstrates the value of personal and professional mastery and mentorship for all professional coaches.



Fran is a visionary leader, international speaker, and published author. She specializes in providing empowering coaching services for visionary leaders, executives, and business owners, collaborative work teams, as well as coaching and mentoring for experienced coaches.

Recipient of The Lifetime Achievement Award 2012 by the ICF Chapter of Washington State, Fran is recognized internationally as one of the pioneers and champions for coaching. She served as a founding International Coaching Federation, ICF, Executive Board member, and co-chair of the Ethics and Standards Committee, responsible for developing the Credentialing Programs for aspiring coaches and training schools. Fran was the first Executive Director of the Association for Coach Training Organizations (ACTO). She has been serving ICF as a PCC and MCC Credentialing Assessor since 1998.

In 1991, Fran founded the Living Your Vision® (LYV) process for empowering individuals in transforming their visions into reality. In 1997, Fran founded the Academy for Coach Training, one of the first International Coaching Federation (ICF) accredited schools. In 2005, shifting her focus to private practice, Fran sold the ACT and LYV businesses and their associated trademarks to I & AM, LLC dba inviteCHANGE.

Fran has also authored several books, all of which are available on Amazon:

*Violet's Vision*

*The Illusion of Hopelessness, Coaching Youth at Risk: Breaking the Cycle of Poverty, Violence and Abuse*

*Calling Forth Greatness, Seven Coaching Wisdoms for Transforming Your Life*

*Empowerment Selling, STOP Selling and START Fulfilling Your Customer's Needs*

*No Winner Ever Got There without a Coach (Co-Author)*

Fran's highest vision is a world where everyone is enjoying a rich and fulfilling life, living true to their essence, life purpose, and values. She believes this is what the world needs of us—to be true to ourselves—and that coaching is the contribution we can make for this transformation in our world.

She is also passionate about restoring harmony with our Mother Earth and supports several initiatives focused on innovative ways to address environmental issues.

In 2016, Fran walked the Camino de Santiago in Spain as a personal challenge and vision quest. In 2021, Fran expanded her vision to include relocating from her native Washington state to Windsor, Colorado, to begin a new and exciting chapter of her life. Fran continues to elevate both her professional and personal life, doing the work she loves while making more time for relationship, exploring the Colorado Rockies, and sharing the adventure with her life partner.

For more information about Fran's coaching programs and resources, visit her website at [www.franfishercoach.com](http://www.franfishercoach.com). You may also want to follow Fran on [LinkedIn](#) and [Facebook](#).