



**LEADER BUSINESS
INSTITUTE**

Coaching leaders who coach leaders™

Warsaw, 20th of February, 2012

International Coach Federation

Credentialing Coordinator
2365 Harrodsburg Road, Suite A325
Lexington, KY 40504, USA

Reference Letter for Anna Kubecka

I observed Anna's coaching sessions a few times.

- She is able to set the foundation with the client according to ICF Code of Ethics and professional standards
- She builds the relationship with the clients based on trust and she is fully conscious, present and flexible during the coaching process
- She communicates with the client effectively focusing completely on what the client is saying and is not saying, asking questions that reveal the information needed for maximum benefit to the client and using appropriate language
- She facilitates learning and results by creating awareness, designing actions, planning, goal setting, and managing progress and accountability

I share my coaching experience with Anna on our meetings and I believe Anna's coaching skills are at the ACC Credential.

Anna Cywińska, MBA, ACC

Vice President ICF Poland

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Anna Cywińska

Anna is a business consultant and executive coach born in 1960 in Pruszków, Poland. She is Polish-Canadian citizen.

Anna is an owner of the training company Leader Business Institute, registered in Poland, which had close relationship with FranklinCovey and CoveyLink, USA providing strategic, leadership consultancy and executive coaching with her team to companies such as: Fiskars, 3M, Danone, AIG, Johnson & Johnson, Ernst & Young, ExpatHouse. She facilitates coaching modules on the post graduates studies in L.Koźmiński Academy in Warsaw, The School of Social Science and Humanities in Poznań, and EU project "ICF Certified Coach" in Szczecin, Poland. She's learned coaching in different schools: CTI, Marshall Goldsmith, MBA, Robert Dilts.

She delivers her own coaching program "Coaching - possibilities for growth" which is dedicated to middle management and up and approved by IC, also she provides the mentor sessions for coaches who would like to be accredited in ICF on ACC level.

Anna holds a Master's degree in Recreation from Academy of Physical Education in Poznań, Poland. She graduated Business College in Vancouver, Canada and MBA program for HR in Academy of Entrepreneurship and Management L.Koźmiński in Warsaw, Poland. She was examined by International Coach Federation Committee and successfully got ACC (Associate Certified Coach) diploma in 2007. ICF awarded ACC credential in recognition of her high standards of training, experience and competencies in coaching profession. Now she is in the process of PCC accreditation.

She is Vice President of ICF Poland and she actively builds professional environment for coaches in Poland according to ICF standards.

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