

Teams & Organizations Coaching Entry Kit

Edition 1 - Kaizen Torch Awards

22 October 2026, Dubai - UAE

it remembers.



The Coin is an Anchor,



*The Crown honors, results
earned
You deserve*

Table of Contents

- [About the Kaizen Torch Awards](#)
- [Key Dates & Judging Timeline — 2026 Edition](#)
- [About the Founder: Marianne Battikha](#)
- [About the Kaizen Torch Team](#)
- [Chéri S. Allen, MCC](#)
- [Cindy Gonzales](#)
- [Victoria Abou Roudeina](#)
- [Our Vision](#)
- [Our Mission](#)
- [Key Deadlines & Entry Fees Overview](#)
- [What's Included & What Winners Receive](#)
- [What Winners Receive](#)
- [How to submit your entry](#)
- [Things to consider Before our Call](#)
- [Teams & Organizations Coaching Categories](#)
- [Teams & Organizations Coaching Categories – Part 1](#)
- [Teams & Organizations Coaching Categories – Part 2](#)
- [Teams & Organizations Coaching Categories – Part 3](#)
- [Pro Tips for a Strong Teams & Organizations Coaching Submission](#)
- [Judging Process Overview](#)
- [Judging Process Round 1](#)
- [Judging Process Round 2](#)
- [Judging Criteria & Weightage](#)
- [Judging Criteria & Weightage Calculation - Part 2](#)
- [Eligibility Criteria and Rules](#)
- [Eligibility Criteria - part 2](#)
- [Rules - part 2](#)
- [Contact & Support](#)



About the Kaizen Torch Awards

Coaches are catalysts for change, dedicating their lives to enhancing the well-being, performance, and growth of others.

More than a profession or personal ambition, coaching is a profound journey of transformation and service.

It requires courage, passion, and an unwavering commitment to make a meaningful impact.

In this pursuit, recognition is not just an honor it's a necessity.

Acknowledgment fuels a coach's mission, reigniting passion, deepening purpose, and amplifying the ripple of transformation they create in the world.

The Kaizen Torch Awards was born from a simple truth: while many call themselves coaches, the true measure of coaching lies in its impact.

Our mission is to show the world what coaching can truly do by recognizing those who create measurable, lasting change in individuals, businesses, and communities.

Recognition is more than a personal achievement; it fosters connection, credibility, and collective growth within the coaching profession.

It inspires a culture of lifelong learning, collaboration, and continuous evolution the very essence of **Kaizen, meaning continuous improvement, and the **Torch** that symbolizes passing light from one soul to another.**

With participants from 55+ countries, the Kaizen Torch Awards stands as more than an event it is a global movement honoring excellence in coaching and the legacy it creates.

The first edition will take place in Dubai, a city synonymous with innovation and excellence, setting the stage for a prestigious celebration of real results in coaching.

Open to coaches worldwide, the Dubai edition welcomes entries from every corner of the globe.

And as participation grows, any country reaching over 100 entries will become the next destination for the Kaizen Torch Awards bringing the celebration on ground, where coaches can gather, connect, and be honored in person for the transformations they create.

Through every story, every journey, and every soul touched by coaching, the Kaizen Torch continues to shine brighter lighting the path of continuous growth, one coach at a time.



Key Dates & Judging Timeline — 2026 Edition



About the Founder: Marianne Battikha

Born in Lebanon and raised in Dubai, Marianne Battikha demonstrated an entrepreneurial spirit from a young age, making her first sale at 12 and entering the professional world at 17.

She spent over a decade at SpotOn Media Services and Events, her family's company, rising to General Manager. There, she spearheaded major corporate events and high-profile award programs like the Digital Media Forum, MENA Digital Awards, and luxury launches such as Bentley's, earning a reputation for turning bold ideas into powerful realities.

Today, Marianne is a Business & Mindset Coach, serial entrepreneur, and founder of the Kaizen Torch Awards a global platform recognizing excellence in coaching across life, business, health, and organizational transformation.

Through Kaizen Torch and her coaching practice, she empowers leaders, entrepreneurs, and organizations to unlock their potential, align their mindset with success, and create ripple effects of growth.

Known for her humor, emotional intelligence, and "no-limits" mindset, **Marianne believes success is accessible to anyone** willing to take bold steps. She champions the idea that **every soul can achieve harmony in all aspects of life.**

To her, true success is when mind, heart, and action are in alignment.

Driven by a vision of continuous evolution, she anticipates that by 2030, most people will be coaches, guiding and inspiring others through lived experience. Her Dubai upbringing instilled a belief that "impossible" is not in the vocabulary, and everything truly is possible.



About the Kaizen Torch Team

Dr. Houda Koussa

Founder & CEO of Archers – Strategic Advisor, Kaizen Torch

Dr. Houda Koussa is the Founder & CEO of Archers, a pioneering research and consultancy firm in Dubai, and a Strategic Advisor to Kaizen Torch.

With over 20 years of experience leading research, media, and communication strategies for global brands including MRC, Red Bull, Image Nation Abu Dhabi, Global Learning, and MBC Group, she is recognized as one of the region's foremost experts in media audience measurement and consumer insights.

A PhD holder in International Communication & Research, Dr. Houda is known for transforming research into actionable strategies that drive growth and innovation.

At Kaizen Torch, she brings her expertise in strategy, vision, and data-driven insight to guide the movement, ensuring the Torch not only shines but ignites measurable impact worldwide.



Chéri S. Allen, MCC

Chief Coaching Officer, US Operations

Chéri S. Allen, MCC, is a trailblazing Master Certified Coach, author, and keynote speaker with 35+ years of experience transforming high-achieving women, entrepreneurs, and C-Suite executives. Known as *The DIVA Whisperer*, she is the CEO of @CHOICE Coaching & Consulting LLC and founder of the DIVA Breakthrough Experience.

Chéri served as the first African-American Master Coach in the U.S. Federal Government, where she co-founded the first ICF-accredited coach training program. She is adjunct faculty in Georgetown University's Leadership Coaching Program and is a Board Member for the Institute for Transformational Leadership Network.

Author of *Ditch the Cape: From Superwoman to Sovereign Woman*, and contributor to key coaching publications, she champions powerhouse women to eradicate Superwoman Syndrome and lead with wholeness, power, and well-being.

She will be spearheading Kaizen Torch's US expansion forging alliances with giants, amplifying the voices of the most brilliant coaches, and ensuring their genius is not just seen, but revered on a global stage.



Cindy Gonzales

Strategic Partner & Senior Awards Lead

Cindy brings a unique blend of event leadership, operations, and people-focused expertise to the Kaizen Torch mission.

With over a decade of experience in media, events, and client relations, she has played a vital role in building platforms that celebrate excellence and create ripple effects of impact.

Before joining Kaizen Torch, Cindy worked alongside Marianne at SpotOn Media Services & Events, where she was part of the core team that successfully delivered the Digital Media Forum and the MENA Digital Awards initiatives that continue to thrive today.

Her dedication to organizing large-scale events, liaising with international speakers and judges, and ensuring seamless execution made her an indispensable part of our journey.

Now, at Kaizen Torch, Cindy is channeling her skills and passion into a new mission: raising collective consciousness, showcasing the power of coaching worldwide, and co-creating platforms that unite old school and new school therapy and coaching into one transformative domain.

Her role as Senior Awards Lead combines her event expertise with her belief in the Kaizen Torch vision: that every individual is powerful, healthy, wealthy, and abundant, and that recognition fuels not only success but also collective growth.



Victoria Abou Roudeina

Change Maker & Connection Builder

Victoria Abou Roudeina is a certified social worker and community development leader with over a decade of experience in gender-based violence prevention, suicide intervention, and mental health recovery.

Her work has spanned local and international organizations including UN Women, IOM, Caritas, and Oum El Nour, where she facilitated programs that empowered vulnerable communities, guided survivors toward healing, and built bridges of resilience.

At Kaizen Torch, Victoria carries this mission forward as a Bridge of Light, connecting the Torch to the Flames the coaches who inspire change and helping that light reach the collective.

With her unique background in therapy, education, and recovery, she ensures that every connection made is rooted in compassion, transformation, and the belief that every soul holds the power to evolve.

Licensed Social Worker | Education Specialist | GBV & Suicide Prevention Expert |
Interpersonal Therapy Facilitator | Community Development Leader | Mental Health &
Addiction Recovery Focus



Our Vision

The Kaizen Torch Awards aims to be the world's premier recognition platform for coaching excellence, **raising the standards of coaching worldwide and showing the world what coaching can actually do.**

By celebrating outstanding life, business, and executive coaches, we inspire a global movement of transformation, leadership, continuous growth **and ensure coaches doing magnificent work get honored for the work they do.**

We believe that by 2030, everyone will embody the spirit of coaching guiding, supporting, and empowering others in some way or form.

Beyond awards, we envision expanding into holistic experiences that nurture **mind, body, and soul**, fostering a culture of lifelong learning, collaboration, and empowerment.

Through this vision, **we aim to shape the future of coaching** while making a lasting impact **on individuals and communities worldwide.**

The first edition of the Kaizen Torch Awards will take place **in Dubai, a city renowned for innovation and excellence.**

As we grow, future editions will expand to new destinations, ensuring that coaches across the world receive **the recognition they deserve.**



Our Mission

The Kaizen Torch Awards is dedicated to recognizing coaches who create lasting impact in individuals, businesses, and communities.

In a world where "coach" has become a casual title, our mission is to uphold its true meaning honoring those who deliver measurable transformation and real results.

Through a prestigious global platform launching in Dubai, **we amplify their influence, elevate coaching standards, and show the world what coaching can truly do.**

Our Mission is to:

Celebrate Impact

Honor the transformative work of coaches in shaping lives, careers, and organizations.

Foster Credibility

Position coaching as a respected and professional industry worldwide.

Recognize Excellence

Celebrate coaches who lead with purpose, empower transformation, and deliver measurable impact.

Show the World What Coaching Can Do

Shine a light on the real power of coaching by sharing authentic stories, measurable outcomes, and human transformation.

Create a Legacy

Build a platform that drives innovation, growth, and collaboration within the global coaching community.

Show every other Soul

Their limitless potential, how they can live in harmony in every aspect of their life.



Key Deadlines & Entry Fees Overview

At Kaizen Torch, we believe every coach deserves the opportunity to shine that's why our participation process is transparent, inclusive, and globally accessible.



SPARK PLAN
Early Bird
Until 21 February 2026
Fee: AED 550 (≈ USD 150)



IGNITE PLAN
Standard Fee
22 February 2026 – 22 May 2026
Fee: AED 750 (≈ USD 205)



TORCH PLAN
Advance
Until 22 May 2026
Optional Consultation: Personalized support to help you select the best category and confidently prepare your submission — with Arabic guidance available if preferred.
Fee: AED 1000 (≈ USD 275)



FINAL DEADLINE
22 May 2026

 Fees apply per category submitted. Installment options available for GCC residents through Tabby.

Free Entry Category: The OpenEntry Award is available free of charge in each coaching field (Life, Health, Business, Team & Organizations).

(Free entry is separate than all paid entries)

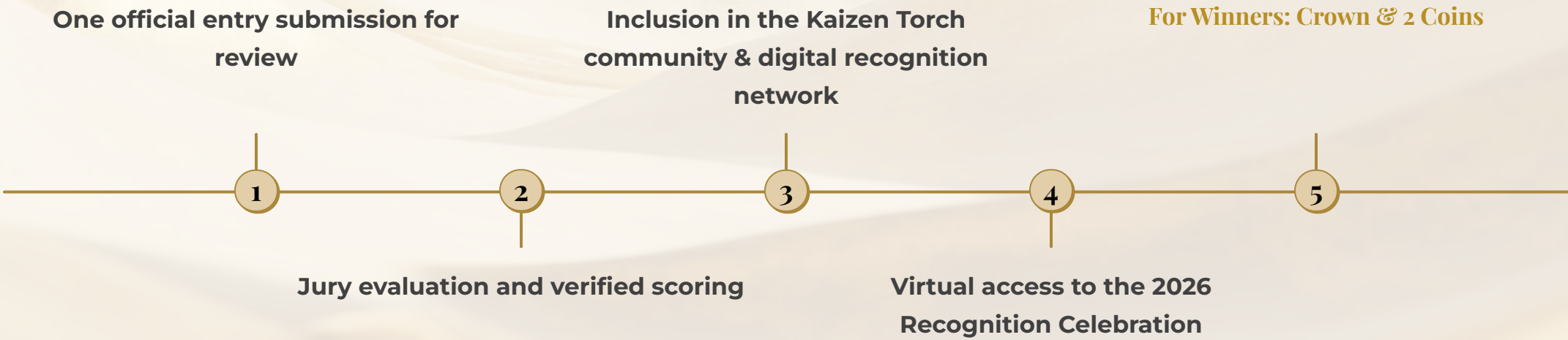
Book Your call



What's Included & What Winners Receive



What the Entry Fee Covers



What Winners Receive



Gold, Silver or Bronze wearable crown
(symbol of achievement)



Two Kaizen Torch Coin:
One for them, one for the client, as an anchor.
(with "One Soul at a Time")



Certificate of Achievement



**Recognition on official Kaizen Torch website +
social media and more...**

Winning at Kaizen Torch means more than a title it's a commitment to raising the standards of coaching worldwide.

- ❏ Free shipping applies to winners within the UAE, GCC, and nearby regions. For winners in Africa, Asia, Europe, and the U.S., shipping charges will apply (rate card available upon request once the final crown prototype and weights are confirmed). If unable to attend, your crown, coin, and certificate can be shipped to you directly with the applicable rate.



How to submit your entry

Step 1 — Choose Your Plan & Book Your Call

Select the plan that suits you best

Book your free call

Before your call (for Spark, Ignite & Torch):

- Review the award categories
- Prepare your questions
- Remember what's most important is Your story & your results.

We'll walk you through the full process during your call.

Step 2 — Receive Your Next Steps

After the call, you will receive:

- Detailed checklist
- Templates and instructions
- Clear list of what materials you need to prepare

Our team is here to support you fully.

Step 3 — Submit Your Entry

Submit your entry online through our submission portal.

Submit Your entry

We'll send you an invoice to finalize your payment before the deadline.

Your transformation deserves recognition — One Soul at a Time.



Things to consider Before our Call

- All entries must be submitted in English.
- You may submit entries in more than one category if your work covers different niches or coaching areas.
- *Example:* If you're both a Life Coach and a Business Coach, you can submit one entry in each as long as they focus on different client stories or niches.
- It's not recommended to submit multiple entries within the same category or niche it's about showcasing your best, not the most.
- If you have one exceptional case study with rare or outstanding results, you may submit it as a single entry in the relevant category.



Teams & Organizations Coaching Categories

1

Executive Coaching Firm of the Year

2

Leadership Coaching Firm of the Year

3

Best Remote Team Coaching Program

4

Best Team Coaching Initiative

5

Best Coaching for Employee Well-Being

6

Mentor of the Year (Organization)

7

High-Performance Coaching Award

8

Open Entry Organizational Impact Award (Free Entry)



Teams & Organizations Coaching Categories – Part 1

Best Organizational Coaching Program

This award recognizes outstanding coaching programs that have significantly enhanced an organization's culture, leadership, and workforce performance.

Who Can Enter: Internal or outsourced coaches who have implemented a structured coaching program within an organization. Organizations themselves may also submit their successful coaching programs.

Executive Coaching Firm of the Year

Honoring coaching firms that specialize in transforming executives into high-performing leaders through strategic coaching initiatives.

Who Can Enter: Executive coaching firms or independent coaches working internally or externally with organizations to coach senior leaders and C-suite executives.

Leadership Coaching Firm of the Year

This category celebrates coaching firms that have successfully enhanced leadership skills across different organizational levels.

Who Can Enter: Leadership coaching firms, internal leadership development teams, or outsourced coaches working directly with organizations.

Best Remote Team Coaching Program

Honoring coaching initiatives that successfully support and develop remote or hybrid teams.

Who Can Enter: Organizations, internal remote team coaches, or external coaches who have implemented remote coaching programs.



Teams & Organizations Coaching Categories – Part 2

Best Team Coaching Initiative

Recognizing coaching programs that have helped teams enhance collaboration, communication, and productivity.

Who Can Enter: Internal coaches within organizations, external team coaches, or organizations that have implemented structured team coaching initiatives.

Best Coaching for Employee Well-Being

Honoring coaching initiatives that prioritize employee mental health, resilience, and overall well-being.

Who Can Enter: Internal HR or well-being teams offering coaching, external coaches specializing in employee wellness, or organizations that have implemented well-being coaching programs.

Mentor of the Year (Organization)

Recognizing an outstanding mentor who has positively influenced individuals within an organization through structured coaching and mentorship.

Who Can Enter: Internal mentors within organizations or external coaches who act as dedicated mentors to employees or leaders.

High-Performance Coaching Award

Honoring coaching programs that drive high performance among employees, leaders, or teams.

Who Can Enter: Internal performance coaches, external coaching firms, or organizations implementing high-performance coaching programs.



Teams & Organizations Coaching Categories – Part 3

Open Entry Organizational Impact Award (Free Entry)

A special category recognizing coaching programs that have significantly impacted organizations, fostering transformation and long-term success. Completely free to enter.

Who Can Enter: Internal coaches, external coaches partnering with organizations, or companies demonstrating exceptional coaching-led transformation.

Award Categories



Pro Tips for a Strong Teams & Organizations Coaching Submission



Show Real Transformation

Share success stories with measurable change (confidence gained, relationships healed, lives transformed...).



Be Specific & Structured

Explain your frameworks and methods. Show how they create **results**.



Let Your Clients Speak About your results

Use authentic client testimonials.



Showcase Your Growth

Mention certifications and continuous learning.



Highlight Breakthroughs

Focus on powerful stories with metrics.



Stay Authentic & Purpose-Driven

Express how your coaching creates positive change.





Judging Process Overview

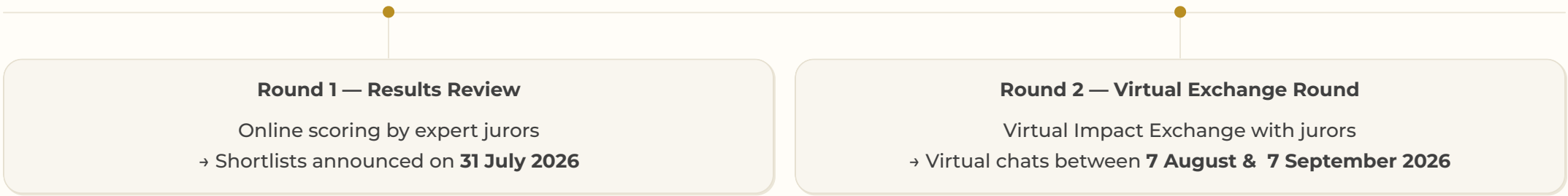
Entries are evaluated by a distinguished panel of coaches, doctors, industry experts, and thought leaders ensuring depth, rigor, and excellence at every stage.

The Kaizen Torch **Jury includes MCC, PCC, EMCC accredited coaches** and high-caliber experts across Life, Business, Health, and Organizational Coaching guaranteeing a fair, credible, and globally diverse evaluation process.

Each entry is reviewed online using a standardized scoring template and clear evaluation guidelines to uphold the highest level of objectivity and transparency.

As a coach yourself, you will also have the opportunity to reflect on your own work using the same criteria provided in the Entry Kit a valuable moment of self-assessment built into the submission process.

This personal reflection will be visible only to you and will not influence the jury’s scores in any way.



Meet the Jurors



Judging Process Round 1



Each entry scored individually under four criteria.



Scores averaged across judges.



Judges cannot score entries from their own practice.



Weighted calculation ensures fairness.



Results remain confidential.



Round 1 determines the official nominees, who advance to **Round 2** a virtual Impact Exchange with distinguished jurors for deeper professional insight.

If a category receives fewer than **four (4)** entries, all submissions in that category will be **automatically moved to a related generic category** to ensure fair and competitive judging.



Judging Process Round 2



Finalists from Round 1 are invited to a **virtual Impact Exchange** with two or more jury members.



The conversation allows jurors to dive deeper into client results, methods, and values behind the submission.



Jurors validate the credibility and impact of the achievements presented in the written entry.



This round focuses on **authenticity, professional ethics, measurable outcomes, and real transformation demonstrated in the entry.**



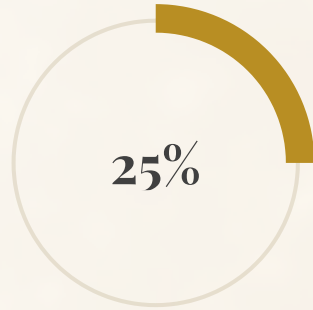
Responses are evaluated based on standardized behavioral indicators aligned with coaching excellence.



Round 2 determines the final rankings and winners across each category.

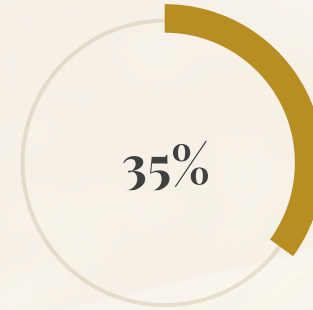


Judging Criteria & Weightage



Problem / Challenge

Significance and complexity of client challenge.



Client Impact / Result

Measurable results and transformation.



Sustainable Impact

Innovation and long-term applicability.



Testimonial / Feedback

Authenticity and clarity of client feedback.

All scores are averaged, weighted, and audited for transparency.



Judging Criteria & Weightage Calculation – Part 2

Each entry will be assessed based on the **following four judging criteria**, with scores assigned as per the weightage breakdown:

1. Problem / Challenge (25% Weightage)

- The significance of the coaching challenge addressed.
- Complexity of the issue faced by the client(s) or organization.
- Depth of understanding and approach to the problem.

2. Client Impact / Result (35% Weightage)

- Measurable results and transformation achieved through coaching.
- Clarity of impact on the client's personal, professional, or organizational growth.
- Strength of supporting evidence (testimonials, case studies, metrics).

3. Sustainable Impact (Approach/Solution/Methodology) (35% Weightage)

- **Relevance of Methodology:** Clear rationale for the chosen approach and how it directly addresses the client's challenge
- **Innovation & Creativity:** Use of new, creative, or non-traditional tools, models, or techniques where appropriate.
- **Effectiveness & Application:** Evidence of how effectively the methodology, tools, or strategies were applied to produce sustainable results.
- **Adaptability & Responsiveness:** Ability to tailor and adjust the approach to evolving client needs, cultural contexts, or unforeseen challenges.
- **Long-term Sustainability:** Demonstration that the solution or methodology fosters lasting change beyond the immediate coaching engagement.

4. Testimonial/Client Feedback (5% Weightage)

- Authenticity, clarity, and relevance of client feedback in supporting the coaching outcomes.



Eligibility Criteria and Rules

1

Open to coaches of all backgrounds (read more in the next slide)

2

Global participation coaches from any country may submit there are no geographical restrictions.

3

Must have been actively coaching within the past 12–24 months.

4

Must adhere to recognized coaching ethics and codes of conduct.

5

Submissions must include proof of results, such as client testimonials, outcome data, or case studies.

6

Coaching programs, frameworks, or approaches submitted must be originally designed or delivered by the coach (not participation in another coach's program).



Eligibility Criteria – part 2

Coaching Credentials & Experience Requirements

Eligibility depends on the category entered:

Business Coaching Categories



Teams & Organizations Coaching Categories

- ICF accreditation is required (ACC, PCC, MCC, or any ICF-recognized equivalent).
- such as EMCC (e.g. EIA Foundation, Practitioner, Senior Practitioner, or Master Practitioner)."

Life Coaching Categories



Health Coaching Categories

- ICF - EMCC certification is not required, but it is recommended.
- Applicants must demonstrate a minimum of 500 hours of coaching experience in their respective field.



Rules – part 2

1

All entries must be submitted online via the Kaizen Torch Awards website no physical or email submissions will be accepted.

2

Each entry is valid for one category only. You may enter multiple categories, but each must have a unique submission story and corresponding fee.

3

The same story or case study cannot be reused across different categories.

4

Duplicate entries within the same category will be disqualified.

5

Jurors are permitted to submit their own entries, provided they do not evaluate or score their own submissions or any entries where a conflict of interest exists.

6

Final Submission Deadline: **22 May 2026, 6:00 p.m.** (UAE time).



Contact & Support

Have questions? We're here to help.

Email:

hello@kaizentorch.com

Website:

www.kaizentorch.com

Ready to shine even more?

Book Your entry call today and let the world know the Power of them !

