



Certificate of Membership

is hereby granted to

Norbert Bollow

Pledge of Ethics

As a professional coach, I acknowledge and honor my ethical obligations to my coaching clients and colleagues and to the public at large. I pledge to comply with ICF Standards of Ethical Conduct, to treat people with dignity as free and equal human beings, and to model these standards with those whom I coach. If I breach this Pledge of Ethics or any ICF Standards of Ethical Conduct, I agree that the ICF in its sole discretion may hold me accountable for so doing. I further agree that ICF's holding me accountable for my breach may include loss of my ICF Membership or my ICF Certification.

Jean-Francois Cousin

Jean-Francois Cousin, MCC
ICF Global Board Chair - 2019

Magdalena Mook

Magdalena Mook
ICF Executive Director

Member Number: 0092225321

Expiration Date: March 31, 2020