



Empowering leaders to reach their highest goals

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Leadership Team Coaching Grant Application

Thank you for your interest in non-profit leadership team coaching! Stratosphere Leadership Coaching is offering a grant of coaching services for non-profit leadership teams. Services will begin late fall 2020 or early winter 2021 and will continue for 6 to 12 months depending on the needs of the team. The application process for this grant includes written answers to the questions below and a video interview with the team leader. You can schedule your interview here: <https://bookme.name/JudyLubin/team-coaching-grant-interview>. The interview can take place before the written application is submitted.

For the written portion of the application, please provide detailed answers to the questions below. If the space provided is not sufficient, please feel free to attach additional sheets, or to create your own document. If selected, this information will be used to guide the team coaching journey. Email your application to Judy@Stratoleader.com.

Grants will be awarded based on the value that the team coaching services will provide to the organization, as well as the organization's readiness for team coaching and the team's willingness to commit to the process.

In some instances, the grant recipient will be given the option to add third-party services to the team coaching engagement for a pass-through fee equivalent to that charged by the third-party. The addition of these third-party services is not required, but will enhance the engagement if undertaken. These optional fees include on-line team assessment opportunities and provision of coach supervision. Both of these options are described in more detail in the Agreement at the end of the application.

Section 1: Contact information

Organization Name: _____

Contact Name: _____ Contact Title: _____

Contact Phone: _____ Contact Email: _____

Organization Website: _____

Business Address: _____

Is your organization a 501(3)(c)? Yes _____ No _____

Is the person filling out this application the team leader of the coached team? Yes _____ No _____

If not, is the leader of the coached team in agreement with this application? Yes _____ No _____

Section 2: Information about your organization and team

1. Provide a general understanding of your organization. Include a brief history, location, types of services provided and size of organization based on number of staff, annual budget and number of beneficiaries served.

8. If you are selected for this grant, when would you be ready to start the process? Is there anything that needs to happen on your end before you are ready to begin? Team coaching is a 6 to 12 month process. Can you commit to a 6 to 12 month process?

By signing below and submitting this application, you are confirming that

- All information supplied in this grant is correct.
- The Team Leader of the team to be coached has agreed to this submission
- The Team Leader of the team to be coached has read and agrees to the Stratosphere Team Coaching Agreement, printed on the next two pages of this application.

Signature

(Printed name will suffice for signature on pdf form)

Date

Stratosphere Team Coaching Agreement

By submitting your grant application, you expressly agree that the following terms will govern our coaching engagement should you receive coaching services from Judy Lubin and Stratosphere Leadership Coaching.

Overview

- The primary goal of team coaching is the development and learning of the team collectively so that it can co-create greater value with and for all its stakeholders.
- The team coach is neither a facilitator, nor a team member. Rather, the team coach is a partner who co-creates with the team new team structures, processes and dynamics.
- Our coaching engagement will cover several areas of team functioning, including, but not limited to: team purpose, long term vision, structure, team charter, norms and agreements, team work processes, culture and performance.

Services Provided by Coach

Each coaching journey is individual and based on the needs of the client. The process begins with meetings between the coach and the team leader to examine the overall structure of the team. Next, the team, with the guidance of the coach, will create a vision of who the team needs to be in order to be future-ready. From there, we will create a team development plan and implement the plan. More specifically, the Team Coaching process typically includes:

- Coach-led workshops, conducted in-person or via video conference, with team members. Workshops provide the opportunity to reflect on and assess team functioning and performance through the use of analytical frameworks and to implement new team processes;
- One-on-one coaching sessions with the team leader, conducted in-person or via video conference, to support the team leader in his/her role as team leader;
- The use of diagnostic instruments to assess team goals, status and functioning;
- Interviews with individual team members and stakeholders to assess team goals, status and functioning;
- Coach attendance at team meetings to either observe team functioning or, when helpful, run interventions.

Team coaching does not include:

- Individual coaching of any team member, including the team leader, on their individual issues;
- Facilitation of team meetings;
- Advising the team on how it does business;
- Acting as a go-between among team members;
- Taking sides in any internal conflicts.

Third Party Services

In some instances, you will be given the option to add third-party services to the team coaching engagement for a pass-through fee equivalent to that charged by the third-party. Acceptance of the grant does not require acceptance of these third-party services or their fees, but they are encouraged because they will enhance the engagement.

The first optional fee regards team assessment. As part of the team coaching engagement, we will be assessing the team's current culture and effectiveness. The grant covers the costs of Judy's time to conduct interviews of team members and stakeholders for this assessment. The option is available to supplement these interviews with a third party, on-line assessment for a fee. The second optional fee is for the provision of coach supervision for Judy. Coach supervision is a process in which the coach periodically reviews the engagement with an experienced, trained supervisor who helps the coach to be reflective and to think systemically about the engagement. The practice of coach supervision is new to the United States, but is considered mandatory in Europe for team coaches of all levels of experience. Coach supervision for the coach greatly increases the value of the engagement to the team.

Client Commitment

Effective coaching requires a commitment from the client to participate in coaching sessions on a regular and consistent basis and, also, to put effort into learning new habits between sessions. Frequent breaks in service can substantially hinder the overall outcome. As a commitment to yourself and your process, I ask that you are prepared to meet consistently for the duration of the mutually agreed upon process.

In addition, I commit to respecting your time by being on time for all meetings and requesting schedule changes at least 24 hours in advance. I ask that you also commit to punctual attendance at meetings and for providing at least 24-hours advance notice of any schedule changes.

Client Feedback Requirement and Case Study Participation

At the end of our engagement, you agree to complete a feedback form that will allow me to evaluate and improve my performance as a coach. In addition, you agree to participate in a case study which includes a write-up of our team coaching experience and the presenting of the team's issues and successes to faculty and students at the Global Team Coaching Institute and in other learning situations. The case study will maintain your confidentiality.