



ORGANIZATIONAL COACHING

Organizational Coaching within the nonprofit structure supports the mission and vision of an organization by prioritizing engagement with its larger eco-system and culture. While still incorporating one-on-one interactions, this program goes beyond serving the needs of a single individual leader. This model offers solutions for nonprofits in general while still tailored to your specific needs. Examples include navigating the ED/CEO and board chair relationship, strengthening team learning to ensure program growth, and helping avoid burnout.

This engagement includes the following components:

- **Individual coaching:** SCG will work with executive leadership, usually an executive director/CEO, and as needed, board leadership and high-level staff members.
- **Team building:** SCG will address internal capacity around teams and communication.
- **Attendance at occasional meetings:** SCG will also provide feedback on effective meetings and communication.

Our coaching style is informal and iterative, addressing specific situations or concerns raised by clients or observed by the coach. Together we work towards proactive solutions by identifying triggers or roadblocks to success. We use a strengths-based approach by highlighting robust aspects of the organization and working to intensify them. We see weaknesses as opportunities for growth when integrated fully with ongoing assets.

Sample structure for six-month program:

- Initial joint 1.5-hour workshop with ED, board leadership and/or senior staff affirming mission/vision of the organization and clarifying organizational director.
- FOUNDATIONAL VIDEO: *Board 101: Roles and Responsibilities of Board Members* (15-minutes)
- Six to eight hours individual coaching with the organizational head
- Six to eight hours coaching for board leadership (especially incoming board chairs)
- Up to six hours of attendance at staff and/or board meetings
- Culminating written report with recommendations for next steps

SCG meets organizations “where they are.” The nature of the coaching experience will vary depending on your nonprofit’s capacity and stage of organizational development. The structure of the program may vary as we are responsive to the different needs of nonprofits and will tailor our programs to best serve them. For this program, coaching should be distinguished from consulting. SCG will address current situations, make recommendations, and offer some tools, but will not be providing training, assessments, or development of work plans as we do in our consulting programs. Any of these elements may be added on later.

Cost: \$5,000 - \$6,500

Optional add-on: 3–6-hour board/staff retreat

\$2,500-\$4,000