

WHAT The Fieldstone Leadership Network San Diego **Coaching Program** is a year-long mentoring program that empowers nonprofit leaders to fully embrace their personal and professional growth.

WHY Professional coaching makes it possible for a nonprofit leaders to better assess and develop their leadership skills through self-discovery, self-innovation, and self-management. The nature of our personalized coaching enables a leader to tackle issues of leadership isolation and burnout, while being challenged to take a next step in their role as a nonprofit and community leader.

WHEN The **Coaching Program** will start in January of 2021. Each coachee will interact for 2 to 4 hours with their coach each month. While the program has a basic structure, the coachee has the ability to set their own agenda in their coaching. The format and context of the coaching interaction will be reflective of a balanced style and comfort for both the coach and coachee in the mentoring process.

WHO The **Coaching Program** is limited to executives of nonprofits with a minimum of a two-year tenure as an executive or graduates of the Nonprofit Leaders Learning Group. The participants are assessed in their personal and professional goals, their present and future role within their organization, and their commitment to participate in the program.

The **Coaching Program** is facilitated by Fieldstone Leadership Network San Diego Consultative Coaches. Our veteran consultants have worked for years in the nonprofit industry. They encapsulate a wealth of knowledge, experience, and wisdom from having “been there, done that.” They have lived through mistakes and have surpassed many challenges faced by nonprofit executives today.

HOW The **Coaching Program** includes:

- A network of Coaches, all graduates of a Fieldstone Executive Learning Group and trained to serve as peer coaches.
- Ongoing training throughout the year to support the coach-coachee relationship.
- A thorough matching process to secure the best outcomes of the coaching experience and a mutual learning process in an atmosphere of trust and respect.
- A 360-degree feedback assessment from the Center for Creative Leadership along with a one hour session with a CCL-Certified Consultant to review the results.
- The use of self-assessment and goal setting strategies.

COST A nominal fee of \$600 per person is required to help defray the costs associated with the Center for Creative Leadership’s 360-degree review, which is a required component of the program. All other costs associated with the program are underwritten by Fieldstone Leadership Network San Diego.

QUALIFICATIONS

This program is offered to qualified nonprofit executives who meet the following criteria:

- Strong support from the Board of the organization.
- At least a two-year tenure as an executive leader with at least a one-year tenure at the current organization OR recent graduate of a Nonprofit Leaders Learning Group.
- A history of successful organizational operations.
- Is not currently in crisis-mode nor leading an organization in crisis.
- Is a willing learner.
- Has the time and the necessary support personnel to participate in the program.



2021 Coaching Program Confidential Application

Instructions:

Type or print. Please complete each section in full. Application must be signed and be received no later than October 15, 2020. Applicants will be notified of the selection decisions by the end of November.

Name _____
Last First Middle Nickname

Title _____ Organization _____

Business Address _____

City State Zip Website _____

Business Phone _____ Mobile Phone _____

Business Email _____ Personal Email _____

Main service area of your organization: Arts and Culture Education Environment
Health Human Services International Other (specify) _____

Organization Mission:

National Affiliation, if any _____ Year Founded _____ # of Paid Staff _____

Annual Budget: less than \$250K \$250K-\$500K \$500K-\$1M \$1M-\$5M \$5M+

Year you joined Organization _____ Year you started current role _____

CEO's Name _____

Membership(s) in local, state, or national organizations:

Employment History (Organizations, responsibilities, dates) **please attach resume**

The work of the Fieldstone Leadership Network San Diego includes the taking of pictures of our leadership programs and participants and their involvement with the community. As a partner with us and a participant in our various programs, you acknowledge that your image may appear in our photographs and videos. You agree to give permission to Fieldstone Leadership Network San Diego and Clare Rose Foundation to use these images in our publications and communication vehicles, including our website and social media platforms.

We understand this is a one-year commitment. The applicant is prepared to invest the time in the relationship. The CEO strongly endorses the applicant's participation. We understand this is a non-contractual arrangement for which the applicant and/or the organization accept responsibility. Neither the coach nor Fieldstone Leadership Network San Diego nor Clare Rose Foundation are responsible for any actions that may result from this consultation.

Application must be signed by both the applicant and the CEO and be received no later than **October 15, 2020**. The complete application must include your resume and the \$600 program fee made payable to the **Clare Rose Foundation**.

By: _____
Applicant

By: _____
CEO

Coachee Survey

In order to help us make the best coaching match for you, please complete the following questions. The information you provide in this survey will be kept **confidential**.

1. How do you think you would benefit from having a coach?

2. Please indicate your priorities in terms of what you want to get out of your coaching experience:

Area	Low Priority	Medium Priority	High Priority
Time Management			
Personal/Professional Balance			
Leadership Skills/Confidence			
Stress-Reduction			
Relationship with Staff/Board			
Other (please specify):			

3. Please mark your level of agreement with each of the following statements:

I have	Disagree			Agree	
A clear sense of my purpose/mission as a nonprofit leader					
Established goals for my personal / professional development					
An action plan for my personal / professional development					
Fulfillment in my career					
Resilience as a leader					

4. To what degree does your leadership currently impact the following areas?

	Low			High	
Alignment with organization's mission					
Clarity of decision-making process					
Roles and responsibilities of board and staff					
Fundraising capacity and financial stability					
Organizational effectiveness					

5. If you participated in a Learning Group, please tell us about the problem you presented and the progress you have made resolving the issue.

6. Comments:

Please sign and return this application to Mary Corbett at maryc@fieldstoneleadershipSD.org. The \$600 tuition payment should be made payable to CLARE ROSE FOUNDATION and mailed to Clare Rose Foundation/FLNSD; 5060 Shoreham Place, Suite 350; San Diego, CA 92122. If you would prefer to submit payment by ACH, please contact Mary Corbett at maryc@fieldstoneleadershipSD.org for instructions.