



EXECUTIVE COACHING

A Program of the Fieldstone Leadership Network San Diego

- WHAT** The Fieldstone Leadership Network San Diego Executive **Coaching Program** is a year-long peer-mentoring program that empowers nonprofit executives to fully embrace their personal and professional growth as nonprofit leaders.
- WHY** Coaching makes it possible for nonprofit executives to better assess and develop their leadership skills through self-discovery, self-innovation, and self-management. The nature of our personalized coaching enables executives 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 2024. Coachees will interact for 4 to 8 hours with their coach each month. While the program has a basic structure, the coachee can set their own agenda. 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. All coaching meetings should take place during normal working hours unless both the coach and coachee agree on an alternate arrangement.
- Each participant in the program must be able to attend the **Program Orientation on Jan. 10, 2024** and be available to meet with a Program Consultant on either **Feb. 14 or Feb. 15, 2024** at the Fieldstone Leadership Network San Diego office at 5060 Shoreham Place, Suite 350, San Diego, CA 92122.
- WHO** The **Coaching Program** is limited to executives of nonprofits with a minimum of a two-year tenure as an executive. 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 and features a team of coaches who have worked for years in the nonprofit industry and have experience leading a nonprofit organization as its Executive Director or CEO. 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 past and present nonprofit executives, trained by Fieldstone to serve as peer coaches.
 - Ongoing support throughout the year to nurture and sustain the coach-coachee relationship.
 - A thorough coach-coachee 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 and access to CCL Compass, an on-line resource library that supports the assessment experience.
 - Access to and guided use of personal and professional self-assessment tools and goal-setting materials.
- COST** A nominal fee of \$900 per person is required to help defray the costs associated with the program. All other costs of the program, which is valued at over \$9,000, are underwritten by the Fieldstone Leadership Network San Diego and its funding partners.

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.
- 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.



2024 Executive Coaching Program Confidential Application

Instructions:

Please complete each section in full. Application must be signed and be received no later than October 16, 2023. Applicants will be notified of the selection decisions by the middle of November.

Name _____ Preferred pronouns (optional) _____
Last First

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 became CEO/ED _____

Board President'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 its parent organization, the 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 Board 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.

The application must be signed by both the Board Chair and the Applicant and be received no later than **October 16, 2023**. The complete application should include a resume. The \$900 program fee made payable to the **Clare Rose Foundation** is due upon acceptance into the program and by no later than December 1, 2023.

By: _____
Applicant (CEO/Executive Director)

By: _____
Board Chair

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. What has led you to apply to the **Coaching Program** this year?

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

3. Please rank your top 5 leadership development goals for this coaching experience:

Gain clarity and/or confidence about my purpose/mission as a nonprofit leader

Find personal/professional balance

Develop an understanding of my personal leadership style

Reduce stress

Discover what my strengths and weaknesses as a leader are and how to address them

Nurture/improve my relationships with staff

Improve my personal and/or professional goal setting strategies

Nurture/improve my relationships with Board members

Improve my time-management

Better understand nonprofit management best practices

Other:

4. Rank the top 5 ways you hope this coaching experience will increase the capacity/effectiveness of your organization:

Improve the board governance of my organization

Develop strategies to manage my staff more effectively

Increase my or my organization's collaboration with other leaders and/or organizations

Gain a clearer vision of what I want to do as a leader in my organization

Strengthen the impact of my individual leadership on my organization

Address a significant organizational problem or challenge

Other:

5. Is there anything else that you would like us to know about your future participation in the **Coaching Program**?

Please sign and return this application along with your resume to Janine Mason at janinem@fieldstoneleadershipsd.org. The \$900 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.