

Logic Model for Fieldstone Leadership Network San Diego's Executive Coaching Program



Inputs

Fieldstone Leadership Network San Diego

Nonprofit Executive Directors/CEOs

Nonprofit Senior Leaders

Participants	Activities	Outputs	Outcomes	Network Goals
<p>Nonprofit organizations in San Diego and Orange County</p> <p>Nonprofit Executive Directors/CEOs in San Diego and Orange County</p> <p>Nonprofit Senior Leaders in San Diego and Orange County</p> <p>Fieldstone Leadership Network San Diego (FLNSD) Staff</p> <p>Professional Facilitators</p>	<ul style="list-style-type: none"> Program Development Curriculum Updated to maintain relevancy Coaches trained, nurtured and recruited Solicit and analyze program evaluations from participants, facilitators and staff annually. A year-long relationship consisting of monthly meetings and ongoing conversations, where the agenda and topics are directed by the Coachee Trained coaches share deep knowledge and insights about the dynamics of nonprofit leadership Coaches receive annual training to update the tools they can then share with Coachees Coaches gather quarterly to share best practices, successes and challenges with each other and to update staff Coachees receive organizational self-assessment tools Coachees receive 360-degree professional assessment and feedback by certified facilitator Sessions include an intimate and confidential environment to support and enhance personal and professional growth 	<ul style="list-style-type: none"> Number of leaders who apply for coaching Number of leaders trained as a coach Number of matches made (annually) Number of coaching agreements signed Number of formal leadership development plans created by Coachees and reviewed by coaches Number of coaching sessions completed by each match Number of leaders who apply for other FLNSD leadership programs after coaching experience Percentage of peer referrals Number of EDs participating in coaching programs who send senior leadership staff to participate in Network programs Relevant curriculum that has been reviewed by FLNSD staff and professional facilitators annually 	<p>STRENGTHEN NONPROFIT LEADERS</p> <p>Increase Self Awareness and Self-Development:</p> <ul style="list-style-type: none"> Coachees can identify own strengths and how to leverage them Coachees are aware of areas for self-development and create a plan for development <p>Increase in Effectiveness in Role (overall):</p> <ul style="list-style-type: none"> Inc goal setting Inc people management Increased productivity Improved communication Increase problem- solving skills Enhance confidence to trust abilities and experience as a leader Develop skills to use coaching as leadership and management tool <p>INCREASE ORGANIZATIONAL CAPACITY</p> <ul style="list-style-type: none"> Increase clarity on leadership challenges and opportunities through organizational assessment. Increase in using feedback/coaching within Coachee's organizations <ul style="list-style-type: none"> Increased use of feedback/coaching by others within organization to help employees, boards, teams identify strengths and areas of development in context of organization goals Increase effectiveness in managing direct reports Increase confidence in leading a board of directors Increase capacity to support organizational infrastructure by gained knowledge of the sector and best practice Foster reflective wisdom and discernment as a leadership capacity <p>SUSTAIN VIBRANT NETWORK</p> <ul style="list-style-type: none"> Increased social capital <ul style="list-style-type: none"> Increased connections outside typical silo of colleagues as result of coach/coachee relationship Increase in having a trusted network as result of coach/coachee relationship Decrease in silos that typically isolate leaders <ul style="list-style-type: none"> intergenerational connections multi-geographical connections sub-sector connections Increase reciprocity among FLNSD coaching community 	<p><i>Strengthen the nonprofit community by providing a continuum of programs that:</i></p> <ul style="list-style-type: none"> Strengthen Nonprofit Leaders <ul style="list-style-type: none"> - Systemic thinking - Interdisciplinary learning - Problem solving Increase Organizational Capacity <ul style="list-style-type: none"> - Collaboration - Board Governance - Staff Management Sustain a Collective Vibrant Network <ul style="list-style-type: none"> -Multi-generational -Cross sector -Reciprocal