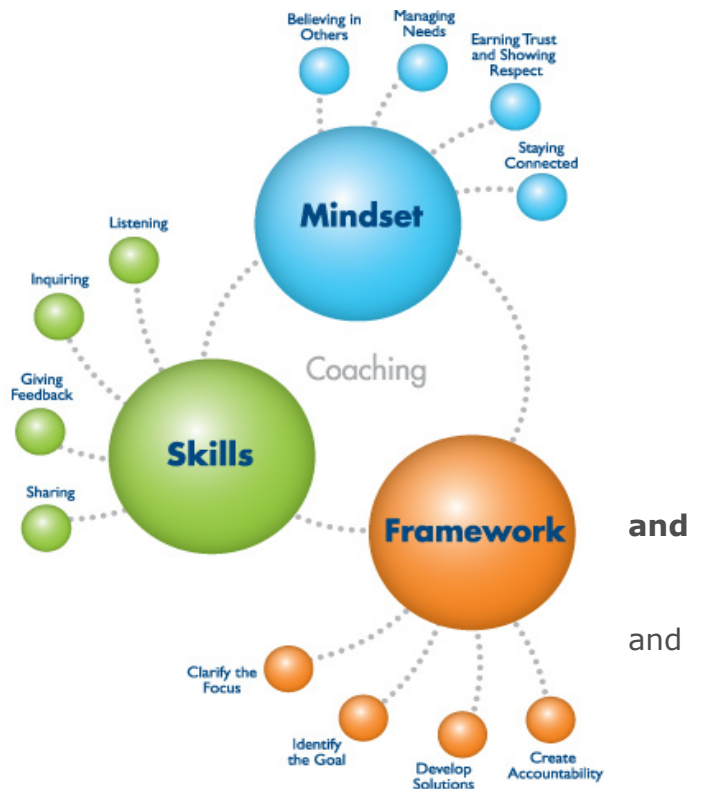


ORGANIZATIONAL EQUITY PROGRAM Intro to Coaching

Why Coaching?

- We find that coaching can be essential in supporting leaders in making intentional progress on their personal, team, organizational, and movement-level goals. Our practice members have helped build the visibility and understanding of coaching in the nonprofit sector and **we integrate coaching and coaching techniques across our practice.**
- There are many types of coaching. **Our coaching focuses on leadership development in an organizational movement building context.** Our coaches help leaders set and achieve personal goals in concert with the needs strategies of their organizations and movements.
- **We frequently use coaching as a critical complement to a larger leadership development program.** All of our cohort leadership development programs match participants with leadership coaches to help implement the new frameworks they are learning and to deepen their attention to their personal leadership practice. We have intentionally built relationships with **social justice-oriented coaches**, many of whom are people of color.



The Process:

- **At least 5 hours of individual coaching hours for each participant.**
- **Coaching selection process will begin in September 2019 following Session #1. Participants will have one month to choose and match with a coach.**
- **CompassPoint will provide a directory of coaches to all participants in the Organizational Equity Program.**