

Leadership Development & Executive Coaching

MAY 31, 2017



Agenda



1. Leadership Development
2. 4 Myths of coaching
3. History of ECOC
4. Is Coaching for you?
5. Bonus offer
6. ED Forum

Leadership
---the buck
stops here!



3 Key ways leaders learn & develop

The Looking Glass
Institute (2009)

Adversity, which includes overcoming hardships

Diversity of experiences, which includes changing scope, roles, functional areas and organizations

Coaches, mentors and bosses

Experts
discuss
leadership
development

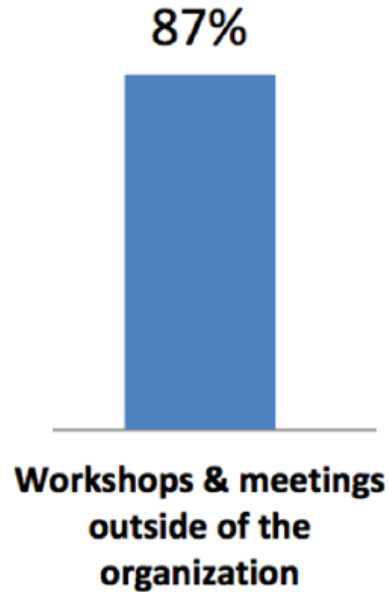
Engage top performers

Coach tomorrow's leaders



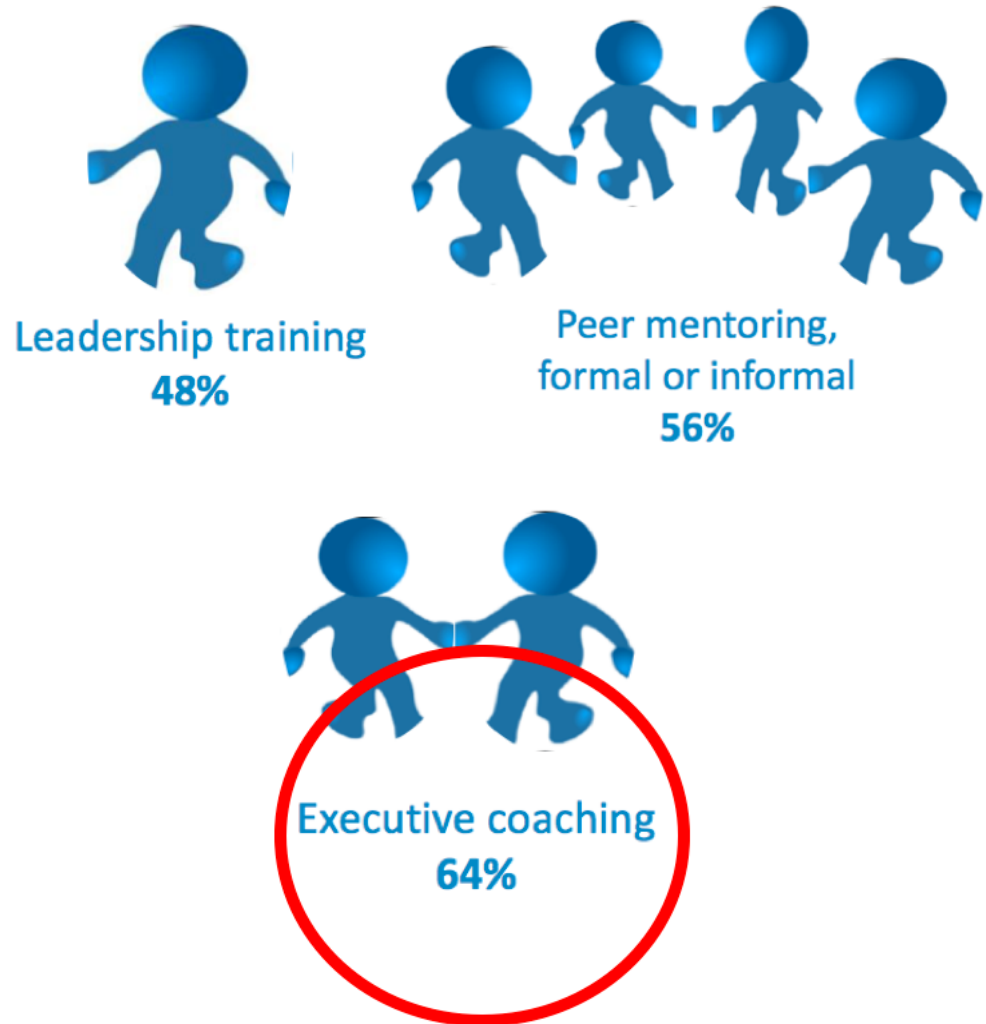
What Leadership TRAINING opportunities do most ED'scurrently have?

Stats from Community
Foundation survey of Giving
Partners organization



What leadership TRAINING opportunities would ED'smost like to have!

Stats from Community
Foundation survey of Giving
Partners organization



Open your
eyes wider!

**A good coach will make you see
what you can be
rather than what you are**



Who do
we coach?

Average \$169/Hour
for coaching

---per Compass Point

Executive Directors Program Managers



Definition:

COACHING

"Coaching is **helping another** person figure out the best way to achieve his or her goals, **develop skill sets** or expertise and produce the results the organization needs. Coaching is **not telling** someone what to do. It is not stepping in to actually do the work." *(Blessing White - 2009)*

"Coaching is a **dynamic** ongoing relationship in which the client owns and directs the agenda. It is **future** oriented and **demand accountability** by the coach and client. It seeks to **capitalize** on the strengths, gifts and talents of the client." *(Michael Kogutec - 2016)*

What are the Myths about coaching?

Myth #1: Coaching is **remedial**

Myth #2: The value of a coach is his knowledge and **experience** in the coachee's area of interest or endeavor

Myth #3: Coaching is just like **therapy**

Myth #4: The **coach drives** the coaching process



The Coaching Relationship



- 1. **Trust and Respect**
- 2. **Confidentiality**
- 3. **Truth** must always be told
- 4. **Humor** and fun are mandatory
- 5. **Client directs** the agenda
- 6. **Accountability**
- 7. **Curiosity**
- 8. ECOC Coach-**Engagement** average **2.5 yrs**

Coaches Ask Questions

*The Coaching Habit-
Michael Bungay Stanier
(2016)

Box of Crayons Press,
Toronto, Canada

Website:
www.boxofcrayons.biz

www.boxofcrayons.biz

1. What is on your **mind**?

2. What **else**?

3. What is the **real challenge** for
you here?

4. How can I **help**?

5. If you are saying **yes** to this, what
are you saying no to?



What's in
it for me?

Safe space for reflection and feedback

Increased **self-awareness**

Better **management** skills

Higher levels of **confidence**

Clarity of vision

Stronger **Leadership**

Transitions are smoother



Typical Coaching Topics

Time Management

Conflict Resolution

Meeting Facilitation

Team Building

Interpersonal Relations

Communication

Board Relationships

Setting Goals & Objectives

Establishing Performance Indicators

Accountability



Why Grantmakers support coaching!

Compass Point Survey



They find coaching is:

Powerful, cost-effective strategy for developing and supporting current and future leaders

Critical – when facing enormous financial and operational challenges

Ensures time and space to make **careful decisions**

Contributes to keeping more **good people** in the sector

Helps ED's **grow as leaders**



FOR THE LIFE OF YOUR BUSINESS

SCORE...
Inspired
ECOC!

For Start-Ups and Existing Business

- Mentoring F2F
- Workshops
- CEO Forum
- University Coaching



SCORE Orange County Inspired ECOC!

#1 Chapter in USA

110 Mentors

Several ECOC coaches
work also with SCORE



Small Business...Huge Impact

In 2015, SCORE Orange County helped.....



**Create over
1551 new
businesses**



**Educate over
11,000
workshop
attendees**



**Provide over
4,000
mentoring
sessions**

ECOC's founder Bob Cryer



EXECUTIVE COACHES
OF ORANGE COUNTY



Followed SCORE's strategy

A few
organizations
coached by
ECOC



- All sizes & stages welcome



Together,
we do the
extraordinary.





Testimonial

“ECofOC Coaches have helped our leaders **navigate important transitions personally** and professionally that make them stronger and more effective leaders for Second Harvest’s mission.

They value the opportunity to call on their coach even during **non-scheduled times** for urgent issues where they need a confidential and **objective sounding board**”

— from **Nicole Suydam**, CEO Second Harvest Food Bank of Orange County.



Testimonial

“When new managers join our staff, discussing the ECOC opportunity is **now part of our onboarding program.**”

Current participants have given their own advice on the benefits of the program – most recently one shared with a teammate: “If you want to grow as an individual, be **challenged in your thought process** and learn a great deal about yourself, meeting with an ECOC coach is a step in the right direction.”

– from **Sarah Pizzaruso**, VP Marketing & Development, Make-A-Wish Orange County.

Stretched
too thin?



Would I be more productive
with a coach?

Ask yourself
today?



8 point - Readiness Checklist

Compass Point Survey
Method

A Successful Coachee:

- **Believes** that coaching can help
- **Expresses** what is really going on, i.e. not withholding
- **Commits** to it
- Embraces the idea of **self-improvement**



8 point - Readiness Checklist

Compass Point Survey
Method

A Successful Coachee:

- Manages the **time** for it
- **Willing** to learn
- Has **rapport** with the coach
- Comfortable with the **cost**



ECOC is
here to help
you today!



EXECUTIVE COACHES
OF ORANGE COUNTY

Facts:

28 Coaches

Diverse backgrounds

Training program

Monthly meeting w/ speakers

Ecofoc.org

A tilted image of a registration form. The form contains the following fields:

- A dropdown menu with the question: "Have you read the 'Why have a Executive Coach' page on this site?*" and a blue arrow icon.
- A dropdown menu with the question: "According to that page, are you a good coaching prospect?*" and a blue arrow icon.
- A text input field labeled "Your Name*".
- A text input field labeled "Your Email*".
- A text input field labeled "Work Phone:".

Bonus
-
80% off

A blurred photograph of a woman with long, dark, curly hair, wearing a light-colored plaid shirt. The photo is positioned behind a dark grey rectangular box containing the text "Training Catalog".

Training Catalog

ED Forum

Huddle Up
and learn
some new
plays



10 to 15 ED's
Facilitated by 2
Forum Process
Test ideas
Monthly

Summary



1. Coaching develops leaders!
2. EDs & PMs
3. All Ages & Stages
4. OneOC
5. ED Forum
6. No-charge!

Register: ecofoc.org