

FUNDING COACHING INCLINED ORGANIZATIONS

Note: This tool is for Program Officers or decision-makers in organizations or foundations that provide funding to nonprofits whose goal is to provide services to get people out of poverty.

Finding coaching inclined organizations is key to supporting the adoption and growth of coaching practices. To best use this tool, both the funder and organization should be familiar with the principles and practices of coaching and understand how coaching can improve client outcomes.

PREPARING:

Start by answering these questions individually or with your team.

1. How do your other partners (other funder partners or nonprofit partners) view coaching and/or innovation?
2. What other information do you wish organizations knew about coaching?
3. What is one thing you'd like to learn in your conversations with organizations?
4. How might funding coaching and/or innovation differentiate your foundation or organization?

Prepare and think about 1-3 bright spots as an example of something you're proud of in your work, or that illustrates how your foundation or organization approaches work. A bright spot narrative can demonstrate coaching practices, skills, and mindset. Answer these questions to structure your story.

What was the context?

How did you respond?

What did you learn?

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Why did it work well? How did you know or measure success?

How did this challenge an assumption or expectation you had?

What did you learn?

Synthesize your responses by circling key words or phrases that represent how your foundation or organization funds coaching approaches and meaningful outcomes.

Consider which coaching qualities are most important to your relationship with organizations.

- Listening and Empathy
- Collaborative and Transparent Relationships
- Respect and Humility
- Flexibility and Adaptability
- Recognizes the impacts of historical and contemporary inequities on individuals' lives

DURING:

Use these questions to assess whether this is likely to be a coaching-led partnership and their readiness to enter into a coaching-led relationship. Note: It may be helpful to share the questions with organizations ahead of the meeting.

- Tell me about yourself and your organizational goals for this year.
- Tell me about how you think about measuring progress and success for your work.

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- What challenges and/or opportunities are you anticipating this year?
- Can you give me an example of a project you're proud of and tell me a little what you learned, how you responded, why it worked well?
- In your work with participants or partner organizations, how do you know the relationship is going well?
- How have you moved past challenges?
- If we partner together, at the end of year 1 (or year 2), how will you look back and know that this was a successful partnership?

REFLECTING:

Using the values that are most important to you (see below) use the questions below to reflect on the conversation:

- What stuck out to you the most from your conversation?
- How does this organization describe their clients? How familiar are they with the communities they serve?
- What is this organization doing that is different from most other organizations?
- Did this conversation challenge any of your assumptions or expectations?
- To what extent is this organization listening and responding to the needs of their participants and partner organizations?
- Do they have all the tools, people, and processes in place to achieve their goals? What's missing?
- What questions do I still have?

VALUES:

- Listening and Empathy
- Collaborative and Transparent Relationships
- Respect and Humility
- Flexibility and Adaptability
- Recognizes the impacts of historical and contemporary inequities on individuals' lives