

THE LEADERSHIP GROUP

Leadership Coaching White Paper

The Nonprofit Leader - Coaching for Excellence

There are thousands of books written on leadership: what it is, how to be a great leader, lessons learned... But most of us realize that becoming a good leader is not easily achieved by following a simple recipe, blueprint, or how-to guide. And it's not a skill set that comes automatically with a promotion or new title. It is the result of hard work, learning from one's mistakes, and knowing when to look to others for assistance and insight.

In the nonprofit field, leadership coaching is a particularly effective tool for executives and board leaders. Being a leader in the nonprofit world takes specialized skills and outside support. The unique demands of grant funding, donor solicitation, staff management, board relations, and client needs can make leadership seem like a lonely, thankless job that is never done.

Coaching for Excellence - What it Can Do

Enlisting the services of a trained Leadership Coach will help you to hone your natural instincts, develop new skills, and provide you with an honest appraisal of your current position and future career path. The best Leadership Coaches also serve as a neutral sounding board during the tough times and will keep you focused on your professional and organizational goals while increasing your effectiveness as a nonprofit leader.

The most effective leadership coaching model allows for customization. If you are thinking of working with a leadership coach, there are a number of questions to consider:

- ◆ **Leadership Assessment.** Will the process begin with an assessment of where you are in your leadership style and skill level and where you would like to go? Will you discuss strengths and challenges? Will you be able to set goals that are meaningful to you and your career goals?
- ◆ **Face to Face Coaching Services.** Will your coach be able to meet with you in person and observe you in action? The insight that comes from face to face coaching can be tremendously helpful in identifying strengths, addressing challenges, and developing an action plan.
- ◆ **Individual Skill Training.** Does your coach have the technical skills that are required for nonprofit leadership? Can he/she assess your effectiveness in key areas such as grant writing, grant management, budget preparation, budget/fiscal monitoring, public speaking, supervision, and Board/Executive relationships? Skill training in specific

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83 Beechwood Ave., Trenton, NJ 08618 · 609.392.4872 · regina@leadershipgroup.info · www.leadershipgroup.info

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areas will increase your leadership profile and ability.

- ◆ **Phone Consultation/Coaching.** Does your coach offer pre-scheduled or problem-response phone consultations to augment face to face coaching? This can be a highly effective follow up once basic goals are achieved or as a sounding board as problems arise.

Regina Podhorin, President of The Leadership Group, leads the coaching team which is comprised of former nonprofit executives with over 30 years of combined experience in the field. Ms. Podhorin is a former executive director as well as a trained interim executive director who has been certified by the Support Center for Nonprofit Management of NY and NJ. She brings her cutting-edge knowledge and expertise on emerging trends in the nonprofit field to her coaching clients. Her entire coaching team knows first-hand the challenges and difficult situations and decisions that nonprofit executives and board leaders face. They possess the confidence that comes from successful leadership experiences.

The Leadership Group's customized Leadership Coaching services apply the best practices outlined here to meet you wherever you are in your leadership development. Our Leadership Coaches bring their skilled coaching techniques and real-world experiences to the process.

If you would like to benefit from their experience, leave the nonprofit leader mindset of *I need to do it all* - the one that causes burnout, anxiety, and decreased effectiveness - behind, and experience the amazing affirmation and confidence-building that comes from personalized coaching services, we would like to help.

Our coaching services will keep you focused on your professional and organizational goals while helping to develop your unique leadership style for increased professional success. To learn more, contact us at 609.392.4872 or regina@leadershipgroup.info.

The Leadership Group's Difference

With over 15 years in the nonprofit consulting arena, The Leadership Group is uniquely positioned to provide and enhance strategic planning, strategic governance, and strategic leadership of nonprofit organizations. Our consulting services are provided by people who have years of experience in the nonprofit sector. We know what it takes to meet the everyday demands of funders and clients while also looking towards the future - maximizing opportunities and addressing challenges.

Regina Podhorin, founder and president, is a thought leader in the nonprofit field and is a sought after speaker. To learn more about The Leadership Group, visit www.leadershipgroup.info.

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