**ECSW Coaching Initiative**

***Accompanying others along the path God invites them to follow***

**What is Coaching?**

Coaching is an intentional relationship in which a trained coach uses powerful questions, strategic listening and accountability to uncover and utilize your strengths and insights to accomplish your goals. Having a coach accompany a team or team leader through the transformation process is proven to increase positive progress and outcomes.

* Goal: the one being coached practices living in such a way that their actions sustain their core values and God-revealed purpose.
* Coaching involves a process intended to help the one(s) being coached, to fine-tune specific skills, clarify goals, formulate definite plans for action, or create a fundamental shift in their perspective, values, potential, or future life course.
* Coaching provides opportunity for the one(s) being coached to increase self-awareness, examine self-limiting thoughts or behaviors that have become obstacles to growth, and work toward self-acceptance of both strengths and weaknesses.
* Focus is upon goal setting and taking action.
* Emphasis is upon the future, the possible, & using strengths.
* The coaching agenda originates from the one being coached.

Typical Process Accompaniment

Meeting 1x/month for 50-60 minutes

The one(s) being coached may be asked to submit a brief focusing/check in report prior to the meeting

Typically the whole Team, is coached; in some circumstances the Team Leader is coached alone

Coaching appointments may be done using Skype, Zoom, FaceTime, Google Hangout, or other mutually agreed upon virtual meeting venue. (There are some circumstances where a coach will be able to meet with the team in person. (We will work on having the coaches present for at least some of the gatherings for onsite consultation).

If not arranged in person at the first event, your assigned coach will connect with your team leader to set up an initial conversation to discuss possible establishment of a coaching relationship.

Both parties [one party being the team or designated leader(s), the other the coach] need to feel comfortable about moving forward together. If a matching does not feel comfortable to one party or another, an alternate coach will be identified.