

# SISTER-COACHING

A Program to Enhance Chapter Growth & Success

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The *Sister-Coaching* program offers real time training and coaching to chapters who have a demonstrated a need for assistance with operations, programs, growth and sisterly relations.

## ***Required Skills & Traits***

The successful candidate must be a financial member in good standing on all levels and TORCH certified with Sigma Gamma Rho Sorority, Inc. The soror should have experience with individual and group coaching (professional or volunteer), mediation and conflict resolution, as well as administrative skills. She should demonstrate knowledge of the sorority's constitution and bylaws, TORCH rules and regulations, etc., as well as a strong track record of membership recruitment, retention and/or reclamation. The candidate must be able to work with local, regional and national leadership. Other strengths and experience should include:

## ***Key Experiences:***

- Strong communication, interpersonal and influencing skills with the ability to motivate and influence without direct reporting authority in order to achieve objectives.
- Strong analytical capabilities coupled with the ability to gain insights from data to influence.
- Broad working knowledge of Strategic Planning & Goal Setting
- Tangible experience with planning and implementing programs or events
- Diplomacy skills and professionalism in action, including ability to maintain confidentiality and discretion.
- Time management skills, to balance quick deadlines and project schedules
- Ability to present information comfortably in writing and in person.
- A discipline-free record with the sorority for the past 5 years

## ***Key Duties:***

- Collaborate with the Operation R3 2022 & Membership committees to manage all inquiries for coaching.
- Assist with data analysis of membership and identification of chapter designation for coaching.
- Encourage chapters to align with the sorority's strategic plan & vision.
- Build rapport, conduct analysis of and recommend solution to specific chapter issues
- Promote a clearer understanding of the sorority's mission, goals, policies and the importance of viewpoints of others.
- Facilitate the development of ideas and processes to gain acceptance and participation by all stakeholders.
- Provide written notification to the chapter and conduct timely follow-up to ensure commitments resulting from coaching are met.
- Develop webinars and training opportunities at area, regional and national levels.
- Promote activities via social media to encourage membership support activities and best practices.

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## *Minimum Qualifications:*

- Good financial standing locally, regionally and nationally as an alumnae member
- A minimum of five (5) years of membership in Sigma Gamma Rho Sorority, Inc.
- Current T.O.R.C.H. certification
- A discipline-free record for the past five (5) years