

## Leadership Coaching for Economic Development Non-Profits



**Open to Executive Directors of NB non-profit organizations that meet the following guidelines:**

- Be an incorporated non-profit organization and/or a registered charity, as defined and recognized by the Canada Revenue Agency.
- Be based in New Brunswick.
- Have a mandate to directly and significantly contribute to economic development/business support in New Brunswick.

**Participant fee is \$700 plus HST.**

### Phase 1 – Onboarding & Needs Assessment

Onboarding Process – LearnSphere’s Associate, Vision Coaching, will undertake a matching process that determines the critical best fit between client and Coach

- Assess client’s readiness, using the following assessments:
  - Are you Coachable?
  - Personal Profile Questionnaire
  - Desired Coaching Outcomes
- Assessment via phone call with potential client and Client Engagement Manager to determine the following will be provided:
  - Ensure that a suitable coach can be identified for the individual
  - Ensure that the objectives identified above can be addressed through coaching during designated coaching period.
- Introductory Meeting between client and coach

*I found the coaching experience invaluable. I was able to identify “road blocks” to both my success and the success of the organization via the coaching program. Once identified it was easy to begin the work to remove these road blocks and allow both myself and the organization to move forward to generating more revenue, having staff that felt valued and productive and improve our client’s overall experience with our organization.*

**Heather Hubert**  
Executive Director, CBDC  
Southwest

### Phase 2 – Unlimited One-to-One Leadership Coaching for a 4-month period

Objectives for the Coaching Program are typically, but not limited, to:

- Developing the client’s leadership abilities;
- Developing the client’s supervisory skills;
- Enhancing the client’s existing core leadership competencies; and
- Creation of a customized ‘Organizational and/or Professional Strength Plan’.

### Phase 3 - Follow Up & Reporting

Clients will be surveyed to determine if goals have been achieved and measure the effectiveness of the coaching engagement. High level results will be shared with LearnSphere, which will report on outcomes to the program’s funders.