

THE LINK BETWEEN EXECUTIVE COACHING AND EFFECTIVE LEADERSHIP

At Nonprofit HR, we believe when organizations intentionally foster a culture that embraces leadership coaching, they will inherently grow high-performing talent who understand the value of setting a vision. This allows that talent to develop into confident leaders who empower employees to accomplish goals and achieve mission objectives.



Embedding coaching into your leadership development strategy and culture will create a foundation of trust and build space for healthy, bidirectional feedback between supervisors and staff. With effective coaching, leaders can foster an engaged and productive workforce where employees feel seen and heard, and where their well-being as people is prioritized.

Getting Started: The Nonprofit HR Executive Coaching Process

Executive coaching challenges leaders at all levels of an organization to become more self-aware. The “coach approach” is based on asking probing questions that seek to create awareness, generate positive actions, and facilitate both professional and personal growth in the leader. Nonprofit HR coaches create a safe, vulnerable space for your leaders to grow, develop and be challenged. . . a place to explore and lean into their values.

Coaching is the process of guiding, questioning, prompting and encouraging forward movement (Lisa Gates, Coaching and Developing Employees, LinkedIn Learning, 2022). And coaching focuses on improving performance by helping individuals to develop and sustain new perspectives, attitudes, skills and behaviors.

Nonprofit HR has a diverse network of leadership and executive coaches, representing a wide range of backgrounds and experiences. Our certified coaches bring decades of experience in the nonprofit sector, and we work to match coach to coachee through a robust screening and interview process.

Then, your organization can select the coach you want and begin sessions within a week, or based on your schedule!

Integrated Leadership: The Effect on Your Leaders

Leaders who experience transformational coaching often describe the process as one that allowed them to tap into aspects of their personal leadership style that they had not developed previously or were unaware of. This includes leaning into their own decision making and communication skills, ability to connect with their stakeholders, and clarity on their role in the organization.

The End Goal: Impact on Your Organization

The effect on the organization goes beyond the individual impact of your coached leader. As more and more leaders learn how to have their own “coach approach” with staff, organizations begin to see the following impacts:

- Leaders move away from micromanaging staff to empowering them to make their own decisions.
- Leaders who are managing multiple priorities can fully delegate to their people.
- It provides space for innovation and out-of-the-box thinking from ALL staff (as leaders express curiosity and practice deep listening skills with their staff).

Our Leadership Coaching program packages ensure that each coachee gets enough time with their coach to move from assessment to plan to action. Packages are offered in 4-8 sessions initially and include one-on-one sessions with a certified coach, assessment, goal setting and documented outcomes.

Leadership Coaching Program Pricing

4 Session Package

\$2,625

6 Session Package

\$3,750

8 Session Package

\$4,875

Looking for a group coaching solution? See the next page.

Group Coaching Services

Group coaching is a powerful, cost-effective option that brings learning and development within reach for more people and organizations as they improve performance together. We ensure the group journey to developing and sustaining new perspectives, attitudes, skills and behaviors is cohesive.

- **Support/Peer Accountability/Learning From Others:** Group members often form a strong support network. They can motivate each other to stay on track and meet their commitments, creating a culture of accountability within the group. Participants can learn from each other's experiences, successes and setbacks, creating incredibly valuable in personal and professional growth.
- **Reduced Isolation:** Many individuals find comfort in knowing they're not alone in their challenges. Group coaching can help combat feelings of isolation and provide a sense of belonging.
- **Cost Effective:** Group coaching is usually more cost-effective than one-on-one coaching, making it accessible to a broader range of people and organizations.
- **Enhanced Communication Skill:** Participants can improve their communication and interpersonal skills by engaging in group discussions, actively listening, and giving and receiving feedback.
- **Time Efficiency:** Group coaching can cover a lot of ground in a short amount of time, making it an efficient way to address common issues and goals.
- **Network Opportunities:** Group coaching often leads to the formation of valuable professional networks. Participants can connect with like-minded individuals and potentially explore collaboration opportunities.
- **Shared Resources:** Participants can share resources, such as books, tools and best practices, which can be valuable in personal and professional development.

Group Coaching Program Pricing

Group coaching provides a collaborative and supportive environment that can accelerate personal and professional growth while fostering a sense of community among participants. We offer initial pricing on a per session basis and also work with clients to create customized group coaching solutions that fit the unique needs of their staff.

Per Session Rate

\$1,800

Nonprofit HR Coach Testimonials

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"My coach was excellent! She was organized in her process and made me feel as though I was heard. During each session, she touched upon what we had discussed previously, which made me feel that she cared. She also provided incredible insight when I asked for it and I felt that I saw tremendous growth during our time together."

– Manager, Global Association

"I would love to see coaching opportunities continued at [our organization] especially for new employees and managers. I think coaches and the "coach approach" should be incorporated in our culture throughout. I would love to also have coaches at team retreats and other group meetings to generate a supportive and growth environment for all."

– Director, Medical Association

Nonprofit HR is a full-service consulting firm dedicated to supporting nonprofits and social impact organizations throughout their entire lifecycle. Our comprehensive suite of services and cross-functional solutions sets us apart and enables us to deliver exceptional value to our clients.

We are the go-to partner for nonprofit organizations because of our extensive experience and deep understanding of the unique challenge and opportunities of nonprofits. Nonprofit HR provides a holistic range of customizable services with an integrated approach that ensures seamless coordination and maximum impact. As a fully virtual firm, we leverage technology with agility, allowing our clients to access our expertise and support from anywhere in a way that is responsive and cost-effective. Through our service offerings as well as our thought leadership content, webinars, workshops, and partnerships with industry influencers, we are dedicated to providing resources, driving results and creating sustainable growth to help our social impact community thrive.