



2011 Executive Coaching Program

OVERVIEW

Background Information: NCHN's mission is to support and strengthen health alliances through collaboration, networking, leadership development and education. Network leaders face greater challenges than ever before. Resources are stretched and each day presents a new challenge. The NCHN Executive Coaching Program was developed to provide additional support to NCHN members, both new and seasoned Network Leaders, to deal with the day-to-day business of the operation of a successful network. This program is supported by the National Rural Health Association to provide assistance to rural health networks, by building successful network leaders.

What is Executive Coaching?: Some have defined it as an efficient, high-impact process --- NCHN's Executive Coaching Program is an effective, targeted program designed to assist Network Leaders on how to focus, generate insights, and make decisions to improve performance. NCHN members are already highly functioning, successful leaders. This program will provide additional support when needed in order to perform better.

Coaching sessions will be high-impact. Coaching will be delivered in 30–45 minute, one-on-one sessions dedicated to exploring strategies and models to assist the “coachee”. The Coach will make observations, provide tools and move the discussion forward, motivate, and sometimes provide a “reality check” for the coachee. And, as in all competitive events, the coachee must come prepared to participate in the session!

Goal of NCHN Executive Coaching Program: The goal of this program is to enhance the management and leadership skills of Network Leaders, thus improving the effectiveness of networks and ensuring sustainability. Through this program, Network Leaders will strengthen leadership skills, explore the culture of

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networks, improve management skills, and become more knowledgeable of the resources available within the Association. The NCHN Executive Coaching Program is designed to help members gain a clearer sense of their personal vision for their network, improve their performance and enhance the quality of their career. This program supports NCHN's mission to support and strengthen health alliances across the nation.

Participation in the NCHN Executive Coaching Program

Requirements: In order to participate in the program, you must be a staff member of an NCHN organizational member in good standing. (Dues must be current.) A completed application must be submitted.

Levels of Participation:

Executive Coach: NCHN members may serve as Executive Coaches. You must be willing to provide one-on-one coaching on a monthly basis and commit to a minimum of one hour per month of direct contact with the person you are coaching. It is your responsibility as the coach to initiate contact with your coachee – the person you will be coaching. Monthly coaching contact should be made through a phone call. Follow-up and encouragement emails should be used between coaching sessions, as needed. You will be required to participate in an orientation call before assuming your coaching position, must agree to maintain confidentiality between you and your coachee, and assistance with the evaluation of the over all Executive Coaching Program.

This is a volunteer position and you will not receive compensation. If you are interested in serving as a coach please complete the NCHN Executive Coach Application Form and return to rdavis@nchn.org

Coachee: Any NCHN member may apply to participate in the program as a Coachee. Once accepted into the program, you must complete a Pre-Coaching Form and continue to complete one prior to each scheduled coaching session; be willing to work one-on-one with your assigned coach; and commit to a minimum of one hour per month of direct contact with the person selected to provide

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coaching. You must agree to maintain confidentiality between you and your coach, and assistance with the evaluation of the over all Executive Coaching Program.

There is no charge to participate in the program; however, as the coachee, you must assume responsibility for the cost of the coaching phone call. (You will call your coach for the coaching sessions.) If you are interested in receiving coaching please complete the NCHN Coachee Application Form and return to rdavis@nchn.org

Questions: If you have questions about the program or would like more information, please contact Rebecca J. Davis, NCHN Executive Director at 270-925-5611 or email rdavis@nchn.org

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