



ORGANIZATION COACHING OVERVIEW

PURPOSE

Nonprofit organizations are under increased expectations for effectiveness and outcomes, and having strong internal capacities is key to sustainability and success. Organization Coaching helps leaders identify and commit to the top priorities for increasing the capacity of your nonprofit.

APPROACH

Organization Coaching is a 3.5-hour session facilitated by a qualified Pathways consultant and hosted at your nonprofit. It brings together key board and staff leaders to focus on shared learning and decision-making.

Steps to Apply for Organization Coaching

- Complete the TCC Group's Core Capacity Assessment Tool (CCAT®)
- Meet Pathways eligibility criteria: 501c3 status for at least 2 years, 2+ paid staff, and an annual budget above \$100,000
- Submit Organization Coaching application and CCAT Assessment Results Report to Pathways
- Pathways reviews application for criteria/prioritization
- If approved, Pathways matches organization with consultant and agreements are sent

Pre-Work by Organization Leaders:

- Organization selects a team to participate in the coaching process. Team members should have completed the CCAT survey and should include at least two active board members.
- Organization team reviews the following advance questions/worksheet in preparation for coaching:
 1. What was your reaction to each section of the CCAT Summary Report? Which results surprised you, and which confirmed what you already knew?
 - Lifecycle Score
 - Core Capacity and Sub-Capacity Scores
 - Organizational Culture
 - Prioritized Capacity Building Recommendations
 2. What were the top three to five themes, insights, or takeaways for your organization from the report? What overall story does the report tell you about your organization?
 3. Based on what you learned from the CCAT process, what would you identify as your top three to five priorities for improving your organization?

Agenda for Organization Coaching Meeting:

Purpose: To help your leadership team reach agreement on top priorities for improving organizational effectiveness.

- What questions do you have about the report? (Clarifying discussion)
- Discuss your thoughts about the themes/insights/"main story" from the report
- Discuss priorities for improvement. Ideally the group will reach agreement about the top priorities. If not, the consultant will recommend next steps for reaching agreement.

Organization Coaching Report:

Following the session, your organization will receive a short written summary from the consultant, outlining the top priorities for capacity building identified during the meeting.

Next Steps -- Some priorities may be addressed internally by staff and board. Others may benefit from additional consultant support. If your organization chooses to apply for a Capacity Grant, this report can serve as the foundation for your application. Pathways may also share it with funders as background, with your approval.