



ONLINE TOOLKIT

# The Coach Training Pilot Project (CTPP)

## Project Summary

*Please note: Full results of the CTPP program will be available in the online toolkit by March 10, 2010. Please check back!*

As a project of the Coaching and Philanthropy Project, the CTPP's goal is to increase the number of culturally appropriate coaches committed to working within the nonprofit sector.

Through the Coach Training Pilot Project, a group of people of color who are nonprofit professionals and/or consultants were subsidized and supported to enroll in various coach training programs. The participants were asked to provide feedback and recommendations to coaching training organizations, based on their experiences, which will be used to enhance coaching and coach training for the nonprofit sector.

The goals of the Coach Training Pilot Project are to:

- » Create and support a community of coaches of color from professionals already deeply connected to the nonprofit sector.
- » Gather recommendations for coach training organizations to more effectively address issues of cultural competency and to better serve the nonprofit sector.
- » Collect information from training participants to raise awareness regarding coaching and coach training opportunities in the nonprofit sector.
- » Inform the nonprofit sector about effective choices for coach training programs that meet the needs of the nonprofit sector.

Thirty one (31) participants were selected to participate in the Coach Training Pilot Project (CTPP). Priority was given to applicants who demonstrated deep roots in their communities and a commitment to the nonprofit sector, leadership development, organizational capacity building and cultural

competency. The applicant's availability and residency (to ensure geographical diversity) was also considered. Forty eight applications were received and those chosen came with strong nonprofit roots. All identify as people of color.

The participants in the CTPP program come from a rich background of experience in nonprofits. As a group, they have a minimum of 8 years experience in the nonprofit sector and many have worked in the nonprofit sector for more than 30 years.

Some are nonprofit professionals, working in fields such as social justice, the arts, HIV/AIDS, education, housing, human rights, domestic violence, GLBT issues, health care, and youth. Some are consultants to nonprofits who work in capacity building, change management, development, leadership development and organizational development.

Selected participants were matched with a coach training program and enrolled. Of the 31 people in the CTPP cohort, 28 will become certified coaches.

Participants met as a Learning Community for sharing resources and peer support. This Learning Community monthly over the course of the project.

CTPP participants participated in a roundtable discussion of their experiences and completed an on-line survey to gather their experiences and recommendations.

## COACHING TRAINING ORGANIZATIONS

Working through Association of Coach Training Organizations (ACTO), we recruited coach training organizations to participate in the program. All participating programs offered discounts to the training fees, with the remainder of the training fees paid by the CAP project.

Eight coaching training programs chose to participate and participants attended 7 of these schools. More than \$206,000.worth of training was offered by these 8 programs. The CTPP was not able to take advantage of all that was offered, but the commitment to the program is evidenced in these generous offerings. The participating coaching training organizations were:

- » Academy for Coaching Excellence (ACE) [www.academyforcoachingexcellence.com](http://www.academyforcoachingexcellence.com)
- » Coach for Life [www.coachforlife.com](http://www.coachforlife.com)
- » Institute for Life Coach Training (ILCT) [www.lifecoachtraining.com](http://www.lifecoachtraining.com)
- » IPEC coaching [www.ipeccoaching.com](http://www.ipeccoaching.com)
- » Newfield Network [www.newfieldnetwork.com](http://www.newfieldnetwork.com)
- » The Center for Right Relationship [www.thecenterforrightrelationship.com](http://www.thecenterforrightrelationship.com)
- » The Coaches Training Institute (CTI) [www.thecoaches.com](http://www.thecoaches.com)
- » New Ventures West [www.newventureswest.com](http://www.newventureswest.com)<sup>1</sup>

We offered participants 2 formats for coaching training. Thirteen CTPP participants attended a training program together for the initial coach training, and then completed the certification module with other non-CTPP students. We wanted to determine whether the experience of being with other coaches of color was different than being in public courses. Eighteen participants went to 6 other coaching training programs, for the most part not with other CTPP participants.

Full results of the CTPP program will be available in the On-line Toolkit by March 10, 2010.

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<sup>1</sup> While New Ventures West offered generous discounts for their training, the CAP project was unable to place a CTPP participant for this particular pilot.