



# Coaching Mission International

*"Impacting Nations by Upholding Leaders"*

## Partnering with CMI

**CMI Mission Statement:** *to coach missions leaders to greater effectiveness, stronger personal lives and fulfillment of their destinies, through strategic partnerships with missions organizations around the world.*

### What are your organization's needs?

We recognize that different mission organizations may have different needs for coaching and different goals as to how much coaching impacts their organization. We want to design programs that meet a variety of levels of need with excellent service and professional personnel.

**Bridges program:** Individual missionary clients are referred to CMI for coaching; clients pay an enrollment fee and annual maintenance fee to CMI, and a coaching fee per session to their CMI coach. Bridges can be an entry point for interested missionaries to begin receiving coaching and eventually introduce it to their organizations/teams.

**Upholding program:** Organizations/groups contract with CMI for coaching for the group members. Coaching can be individual - over phone or Skype - or through team coaching events done on-site. CMI coaches are oriented to your organization and organization members receive a group orientation to coaching values and process.

Groups pay an enrollment price which covers administrative costs for set up and launch of the program, orienting coaches, and ongoing administration and supervision. A volume fee is assessed based on participation. Individual clients pay a small fee to their coaches directly to insure personal ownership.

**Builders program:** Organizations contract with CMI for coaching of group members PLUS practical introductory training to build coaching skills for supervisors, team leaders and managers. The Builders program is designed to increase the capacity of the organization; objectives are customized for each component. Coaches are oriented to the organization and group orientations for new coachees are held as needed.

Groups pay an enrollment fee which covers administrative costs for set up and launch of the program and a volume fee is assessed based on participation. Individual clients pay a small fee directly to their coach to insure personal ownership.

**Paradigm Program:** Paradigm Programs are individually tailored to your organization over a 3-5 year period with the goal of transitioning to a coaching paradigm at all levels. Programs are developed in partnership with a core team from within your organization. Needs are assessed and goals developed by the core team in concert with a CMI project director and a plan created cooperatively to meet your organization's specific needs and objectives. CMI coaches and trainers are oriented to your organization's culture and goals. Orientation to services is provided at all levels as needed. Services available include provision of external leadership coaching for key influencers or groups; introductory skill building seminars and teleclasses; advanced coach training with follow up coaching for application; and missions specific professional coach training and supervision to develop fully qualified internal coaches.

Costs can be underwritten in a variety of ways including but not limited to direct payment by the organization, individual coaching fees, or grants and fundraising. More than just a contractual relationship, Paradigm participants are considered partners with CMI – we make a commitment to you as you make a commitment to us, to work together to further kingdom goals.

## Why choose CMI?

- **Passion for Missions:** Unlike most Christian organizations providing coaching and coach training, our focus and passion is specifically to support missions through coaching. We are experienced in working with those on the field and understand mission organization and field issues.
- **Cross cultural awareness:** Because our focus is missions, cross culturally aware coaches are a must. All our coaches have cross cultural and missions experience. We provide cultural orientations for all coaches and programs and provide continuing support and input to our coaches on working with cross cultural teams and with cross cultural issues.
- **Not for Profit Focus:** CMI is a nonprofit organization. Our heart is to make excellent coaching and coach training financially accessible to missionaries and missions organizations
- **Transformational coaching:** The coaching that we offer to leaders focuses on transformation and growth. We believe that one of the most powerful ways to multiply missions and impact organizational effectiveness is through building leaders. Leaders who are growing personally, professionally, spiritually, and in strength of character and focus result in stronger teams, stronger organizations and increasingly effective missions.
- **Balancing organizational and personal growth:** We believe that God initiates change in our lives and organizations, and He gives us responsibility and discernment to respond to His initiative. We honor those principles by asking organizations to develop clearly discerned and articulated corporate program goals along with the freedom for individual leaders to choose their own personal or performance/professional goals within a confidential coaching relationship.
- **Commitment to excellence:** Our goal is to provide the very best cutting edge service to those serving in missions. We are in this for the long haul. All of our coaches have professional training and experience coaching leaders. We commit to providing our coaches with ongoing supervision and continuing education opportunities. Continuing program evaluation is part of our mode of operation, measuring progress on both organizational goals and individual leaders' perceived degree of satisfaction and growth.

If you want to make coaching part of your organization's future, contact us at:

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