

YWAM Southern Africa/CMI Coaching Program for Leaders 2009

Leaders on the field often lack opportunities for leadership development that meet their needs for growth and that are accessible and affordable. Leaders may not have a confidential relationship where they can reflect on what God is doing in their lives, sort through difficult issues, and receive support to move forward. At times, leaders can benefit from having a trusting relationship with someone who understands their situation but is outside their organization and can give support, encouragement and perspective from an objective standpoint. At times, leaders simply need someone who will listen non-judgmentally and walk alongside them.

Goals: The Coaching Program for Leaders designed by CMI for YWAM Southern Africa was created with two primary goals in mind:

1. Increase performance and effectiveness of leaders through individualized leadership development.
2. Decrease burnout and attrition by increasing support and care of leaders.

In order to meet these goals, CMI and YWAM Southern Africa are partnering to provide leaders referred to this program with:

- A personal coach:
 - All coaches are professionally trained, have experience cross culturally and with coaching leaders, and have a heart for the nations
 - You and your coach will be matched through a process of prayer, focusing on your goals for the coaching relationship
 - You may request a specific coach, if desired
- 20-24 coaching sessions for one year to promote the most growth possible
 - Usually scheduled once every two weeks
 - You and your coach will work out a schedule for appointments that is right for you and will be flexible with your travel schedule and other commitments
- A low fee:
 - The basic coaching fee is \$15 U.S. per session, which is paid directly to the coach through PayPal. Extensive fundraising is done by CMI and coaches to offer this price.
 - Our goal is to make coaching affordable for all referred leaders. If you cannot pay the full fee, there may be scholarship money available to further reduce your fee. Please ask your coach for details and an application for scholarship money
- Working on goals of your choice:
 - You may decide to work on professional goals related to your YWAM roles or assignments, for instance, team development, raising up a replacement, growing your CP assignment, etc.
 - You may work on personal goals relating to your family, marriage, relationships, spiritual life, habits such as exercise or diet, or anything else you choose!
- A coaching relationship based on trust:
 - CMI coaches are professionally trained and understand the need to guard your privacy. What you share with your coach stays with your coach with these exceptions:
 1. if you become a danger to yourself or others or mediation is needed.
 2. if the coach seeks confidential consultation from the CMI Coaching Director or

Coaches Group in order to provide you with resources or better service.

3. when number and dates of sessions are reported to the CMI bookkeeper.
 4. information you provide directly to CMI in the registration process and in pre and post coaching surveys.
 5. if you and your coach agree together to release information.
- Ability to continue with your coach or request a new coach after one year.
 - Some leaders choose to stay in the program for one year only, some choose to continue receiving coaching.
 - You may contract with your coach for additional coaching sessions after your first year; or you may request a new coach for a new goal area.