



Peter R. Marsh Foundation Volunteer Coach Description

Coaching Opportunity:

An opportunity for established, successful leaders to voluntarily coach, guide, encourage, influence and support individual students of the Peter R. Marsh Foundation in their efforts to implement the principals of Servant - First Leadership in their roles as Small Business leaders.

Scope of Coaching:

Coaching is about action and moving forward. We divide this into four parts:

- Getting a handle on where the leader is at present
- Focusing on what they wish to accomplish in the future
- Implementing Goals and Action Plans to get there
- Working with students towards a future that empowers them to activate change

A coach will provide leadership to a maximum of 5-7 people. A coach does not need to be an expert in the areas that would concern the person they are coaching. A coach must be able to:

- Listen
- Understand
- Guide a person as they look at their own situation and reach a conclusion about what to do
- Encourage and inspire
- Graciously hold students accountable
- Ensure Foundation's principals, teachings and mission are maintained

Coaching is about asking direct questions that help the student begin to move forward one step at time. The coaching process is a great tool to unlock maximum potential for greater performance. Coaching should not be confused with counseling or consulting. Coaching does not involve making a diagnosis or even giving advice. A coach never works off their own agenda. Rather, coaching raises the awareness and stimulates responsibility in the person being coached.

Responsibilities:

The coach is a volunteer position. The number of weekly hours will vary with coaches' availability. Coaching responsibilities include:

- Willingness to be trained by the Foundation in coaching skills
- Contacting their assigned students regularly by whichever means is appropriate for both coach and student
- Meeting with the other coaches and the Program Coordinator of the Peter R. Marsh Foundation to discuss the vision and strategy of groups

Skills and Gifts of Coaches:

- Proven Leaders – with 5 or more years in a leadership role working with others toward common goals in a business or an institutional environment
- Good listeners who enjoy helping others advance through collaborative problem solving
- Driven by the desire to make a difference in the lives of others
- Able to patiently communicate with people from all walks of life

Organizational Relationship:

Coaches will be trained and coordinated by the Small Business Leadership Program Coordinator of the Peter R. Marsh Foundation. All coaches will be trained and supported by the Foundation on a regular basis.

(Interested volunteers please contact Linda Madsen at 360-448-6095 or lmadsen@prmfoundation.org)