

Breaking Barriers in Evaluation Capacity Building: THE POWER OF COACHING



You Ask: Tell me three things
you love about yourself.

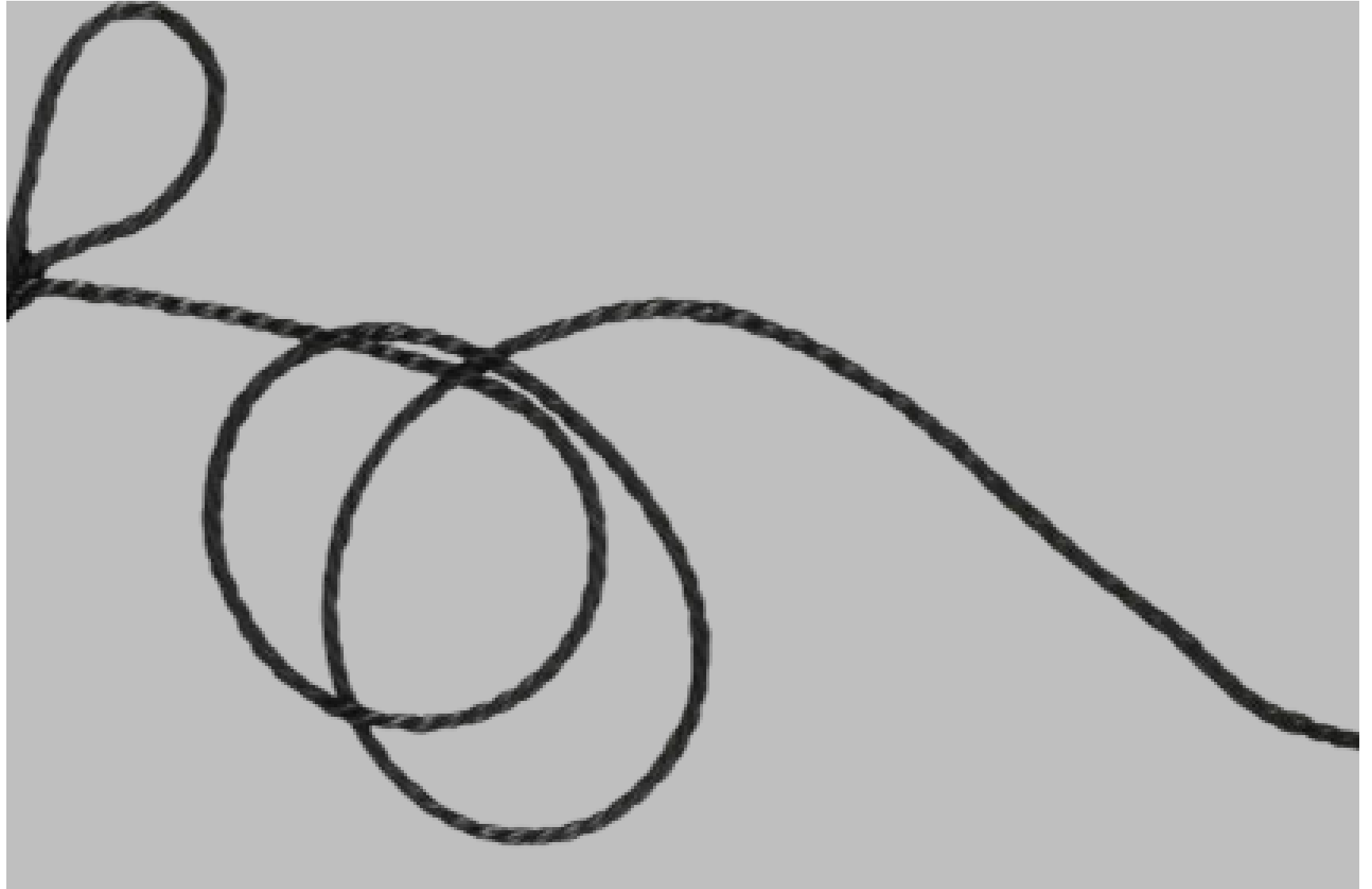
They Answer: Three things I love
about myself are:_____.

You say: Thank you.


Then switch.

Then meet move on to your next colleague.

String



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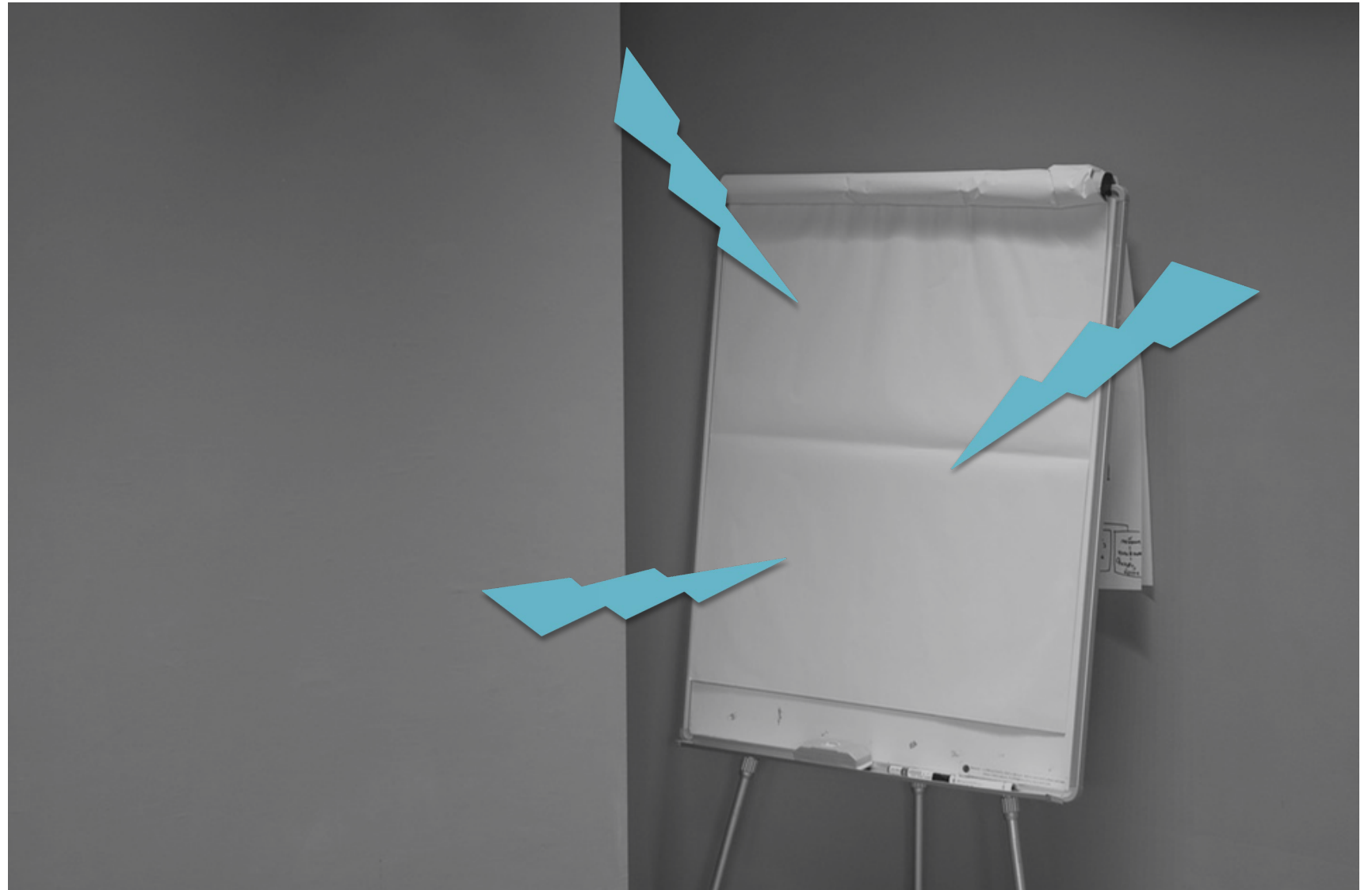
- Stepping In
 - Three things (tool 1)
 - String (tool 2)
 - Level Set
 - Agenda review
 - Definition of coaching: context & competencies
 - Designing our alliance (tool 3)
 - Cross edges (tool 4)
- 

BREAK

- Coaching frameworks
- Visiting lands (tool 5)
- Debrief

Today's Agenda

Design our Team Alliance



Define

The International Coach Federation defines **coaching** as PARTNERING WITH CLIENTS IN A THOUGHT-PROVOKING AND CREATIVE PROCESS THAT INSPIRES THEM TO MAXIMIZE THEIR PERSONAL AND PROFESSIONAL POTENTIAL.

Evaluators often hold power in relationships with clients, which undermines the client's voice and can prevent them from taking deeper, more meaningful ownership of their evaluations and data.



KNOW HOW YOU ENGAGE



Meeting Ethical Guidelines
and Professional Standards
Establishing the Coaching
Agreement

A. Setting the Foundation

Establishing Trust and
Intimacy with the Client
Coaching Presence

B. Co-creating the Relationship

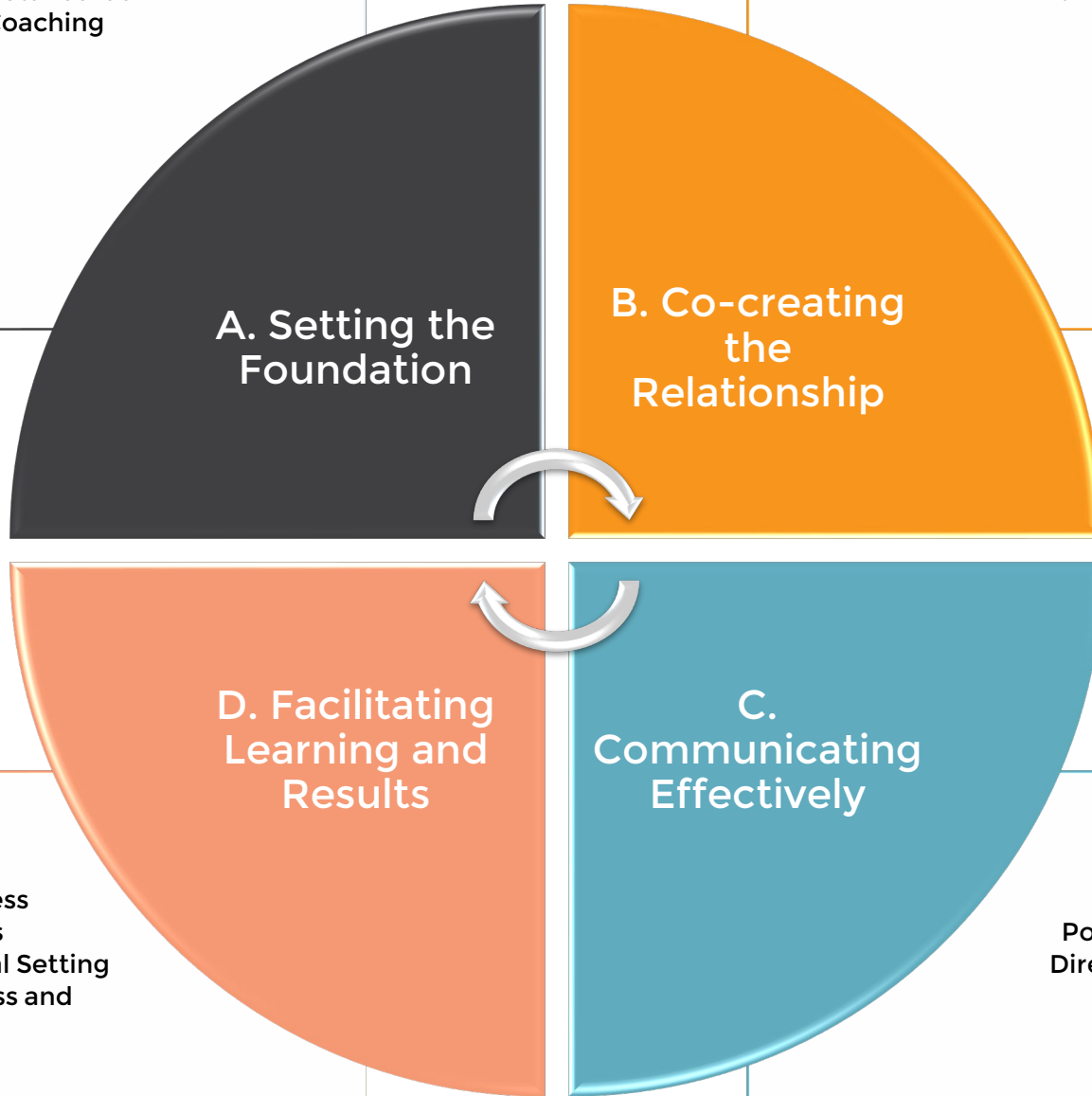
Creating Awareness
Designing Actions
Planning and Goal Setting
Managing Progress and
Accountability

D. Facilitating Learning and Results

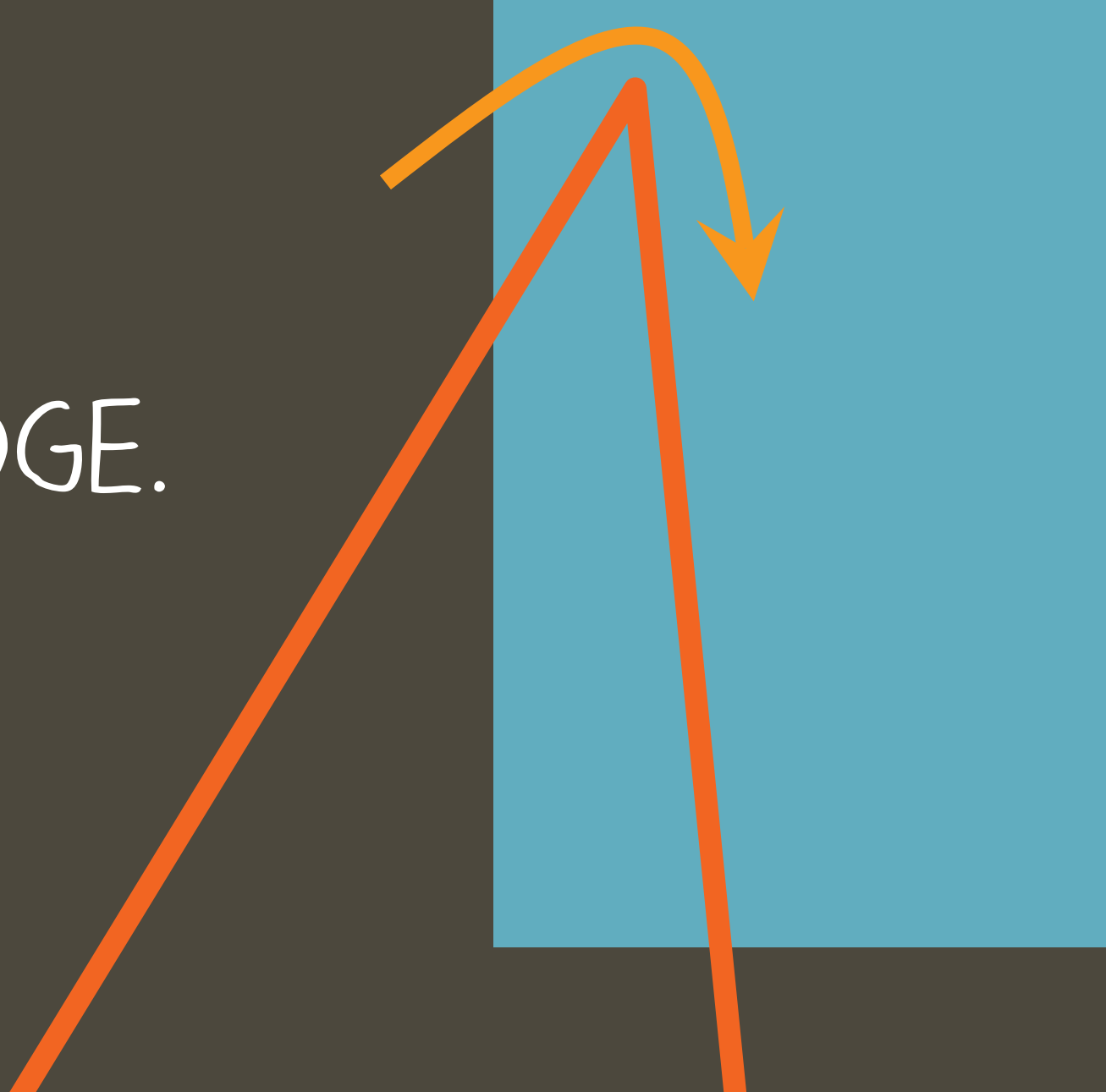
Active Listening
Powerful Questioning
Direct Communication

C. Communicating Effectively

COACHING COMPETENCIES



LET'S CROSS AN EDGE.



Break



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Coaching Frameworks



What do you
ask in
discovery?



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What's the goal for this engagement?

What do you want?

How will you use this product, and what will it help you achieve?

What becomes possible?

What barriers do you see?

What are you tolerating?

What are your evaluation skills?

Where does your expertise in evaluation live?

Can you give me some background on the project?

What brings us here?

Reframe:
Powerful,
open-ended
questions

Lands



Our clients are

INTELLIGENT,
CREATIVE,
GENERATIVE



Let's talk!

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Resources

- Organizational and Relationships Systems - CRR Global
<http://www.crrglobal.com>
- Coactive <https://coactive.com/>
- International Coach Federation
<https://coachfederation.org>
- Process Work/Deep Democracy
<http://www.aamindell.net/worldwork>
- Coaching & Philanthropy project (Business/Exec)
<https://www.compasspoint.org/tools-and-resources/coaching-and-philanthropy>
- How to push DEI Conversations Out of the Comfort Zone
[https://ssir.org/articles/entry/how to push dei conversations out of the comfort zone](https://ssir.org/articles/entry/how_to_push_dei_conversations_out_of_the_comfort_zone)



Consider
getting
coached



Consults

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