

# Breaking Barriers in Evaluation Capacity Building: THE POWER OF COACHING



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

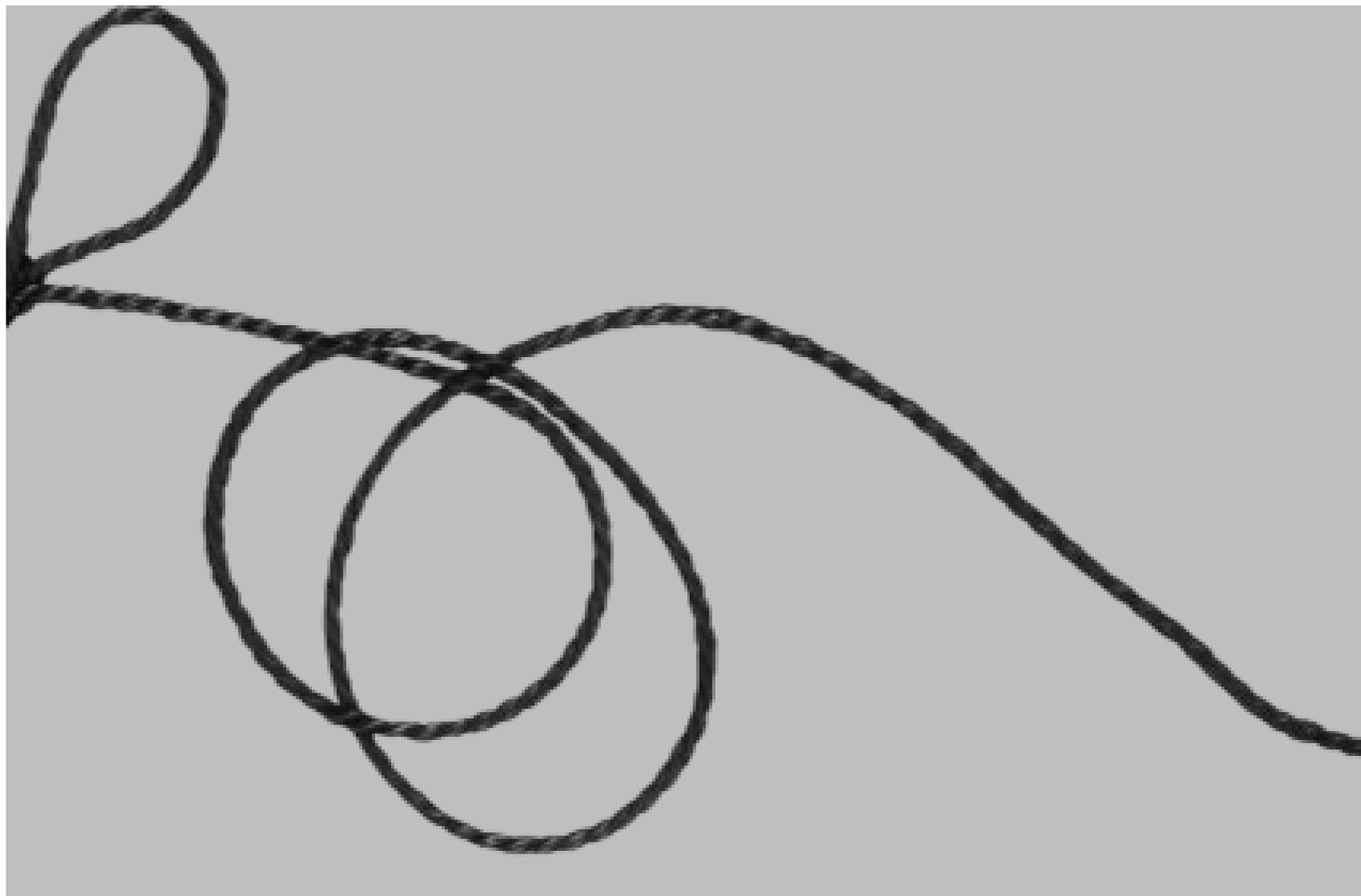
**They Answer:** Three things I love about myself are: \_\_\_\_\_.

**You say:** Thank you.

*Then switch.*

*Then meet move on to your next colleague.*

# String



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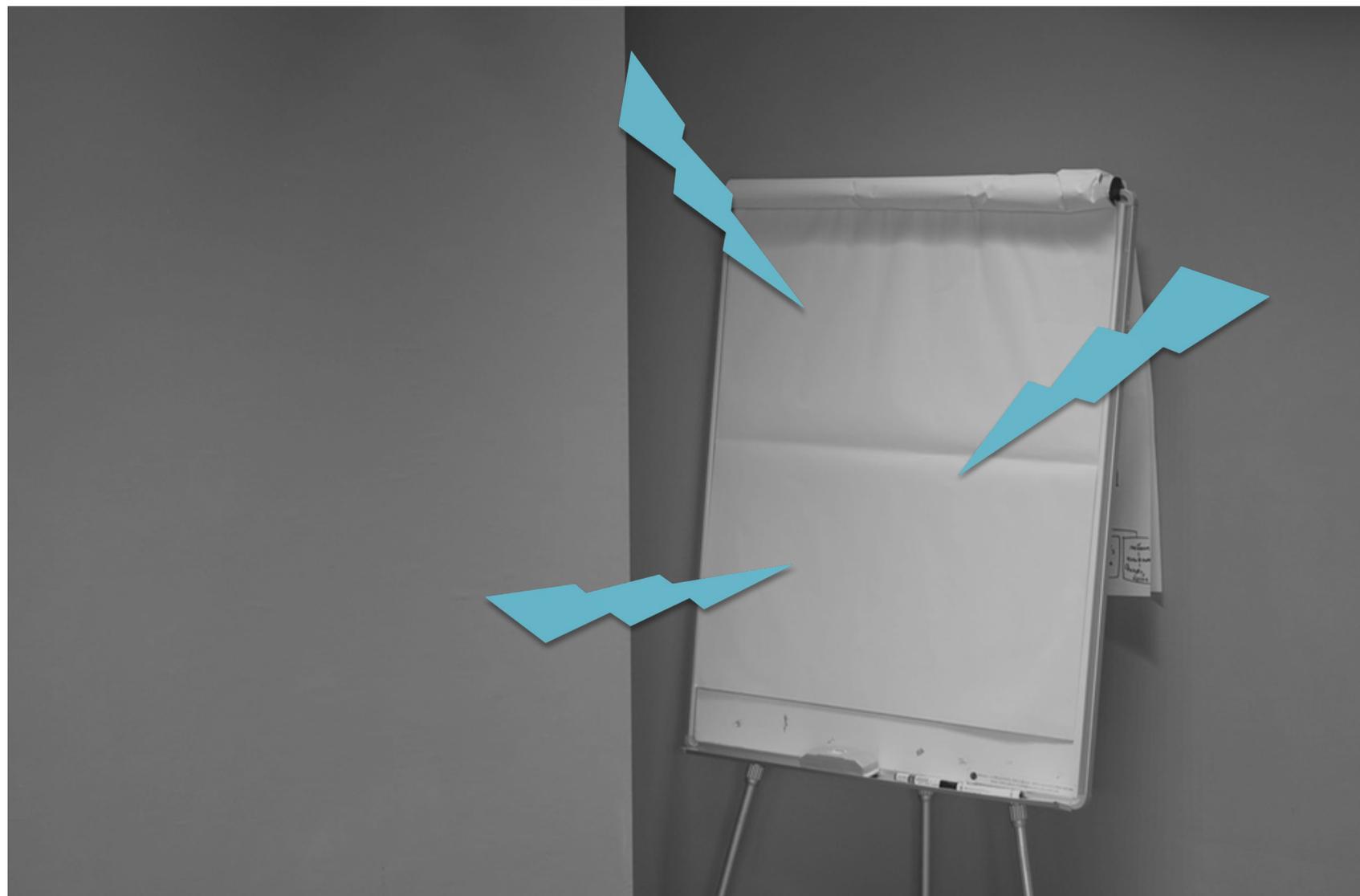
- Stepping In
    - Three things (tool 1)
    - String (tool 2)
  - Level Set
    - Agenda review
    - Definition of coaching: context & competencies
    - Designing our alliance (tool 3)
  - Cross edges (tool 4)
- 

## 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**

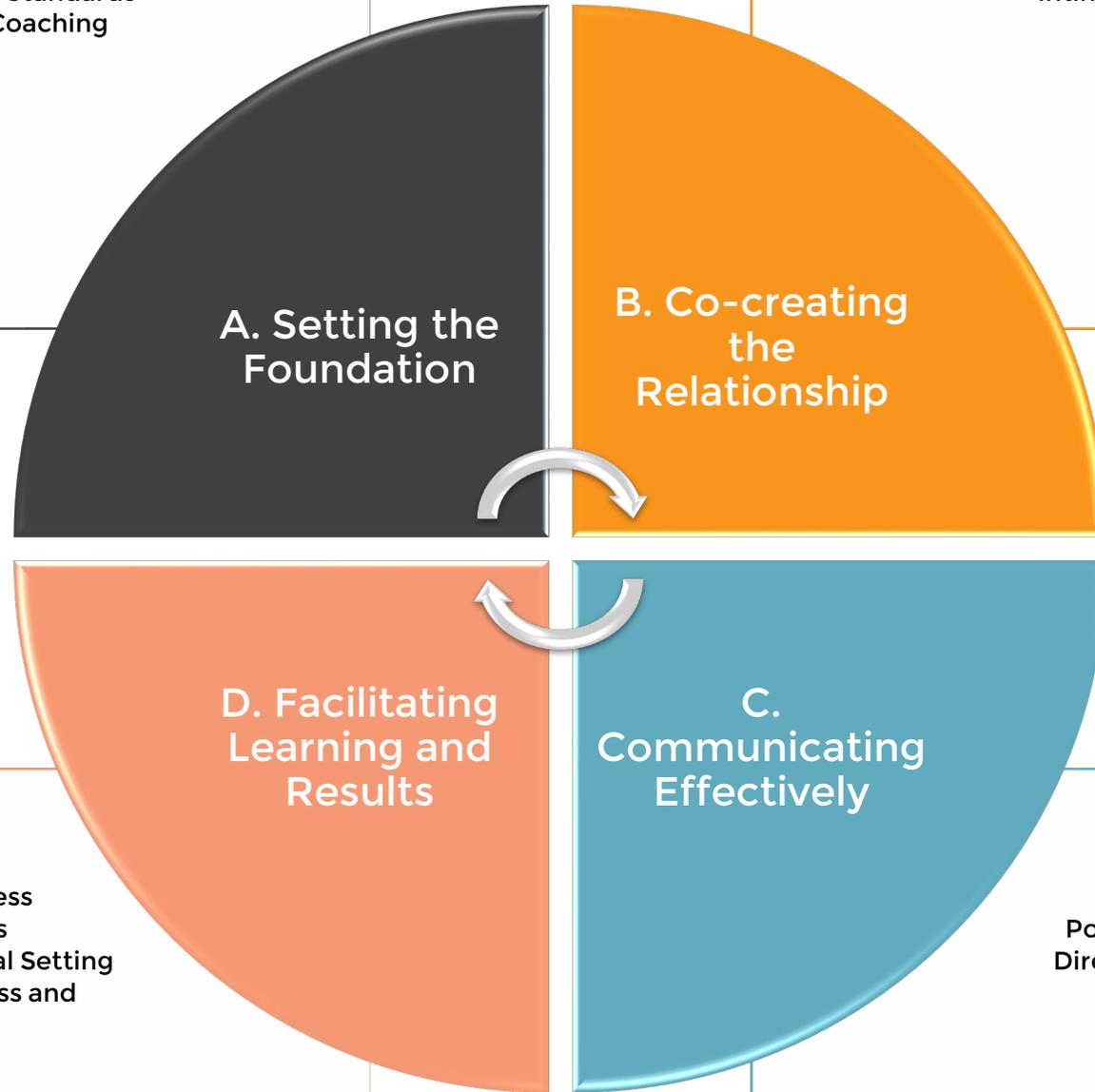
**D. Facilitating  
Learning and  
Results**

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

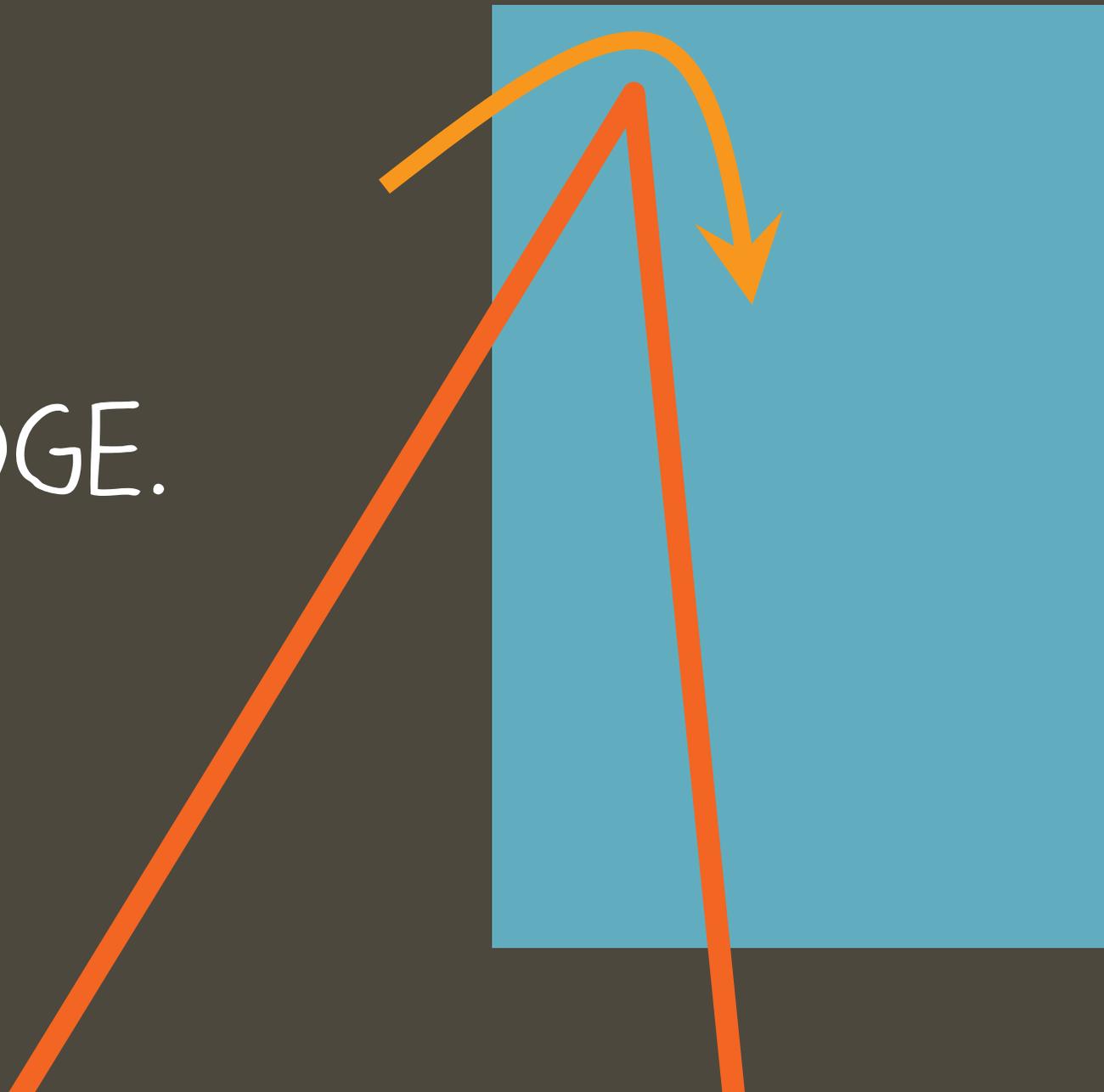
**C.  
Communicating  
Effectively**

Active Listening  
Powerful Questioning  
Direct Communication

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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