

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



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

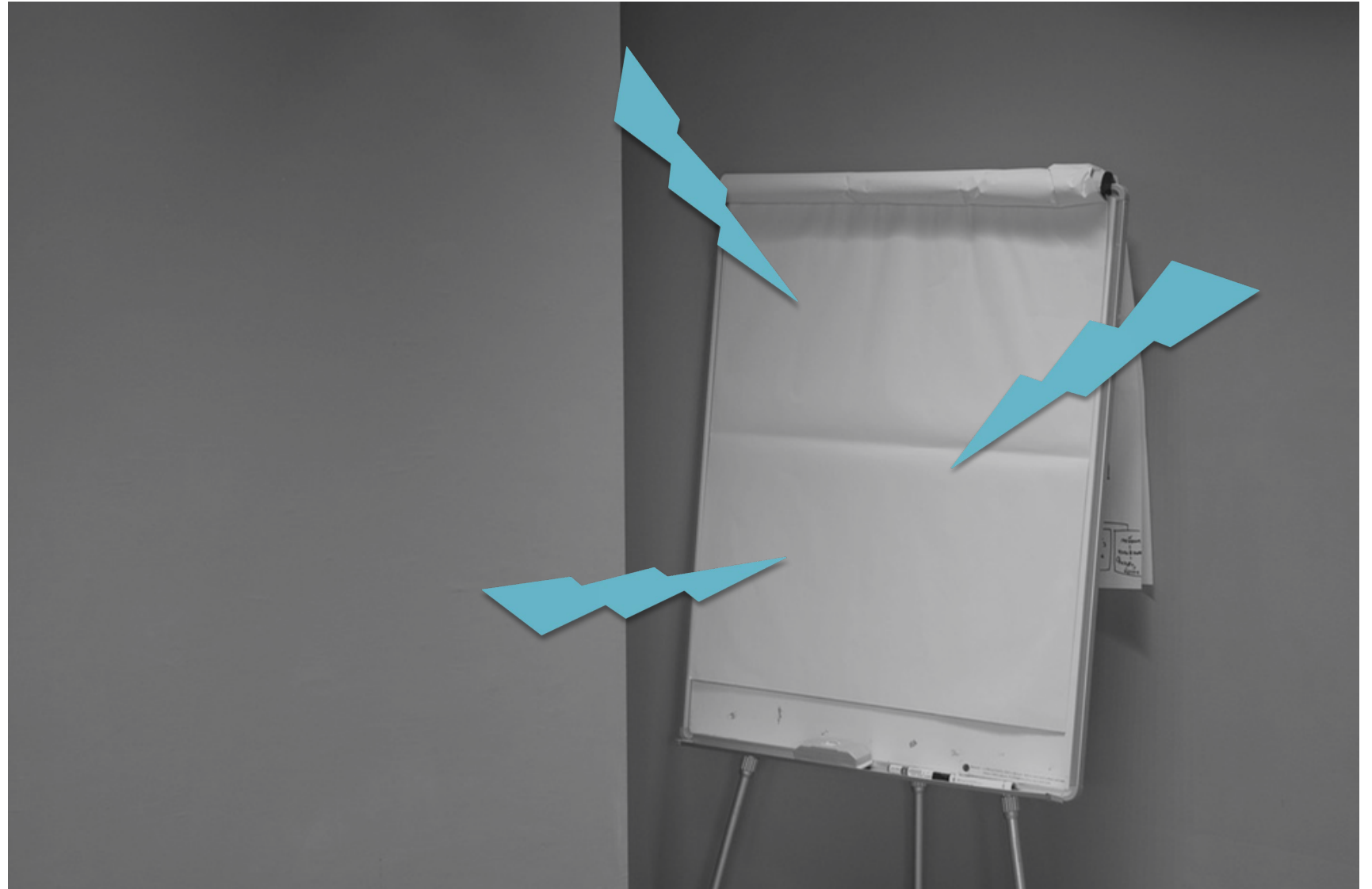
**They Answer:** Three things I love  
about myself are:\_\_\_\_\_.

**You say:** Thank you.

*Then switch.*

*Then meet move on to your next colleague.*

# Design our Team Alliance



- Stepping In
  - Three things (tool 1)
  - Designing our alliance (tool 2)
- Level Set
  - Agenda review
- String (tool 3)
- Learning from each others' roles (tool 4)



## BREAK

- Coaching frameworks
- Cross an edge (tool 5)
- Definition of coaching: context & competencies
- Debrief

# Today's Agenda

## 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

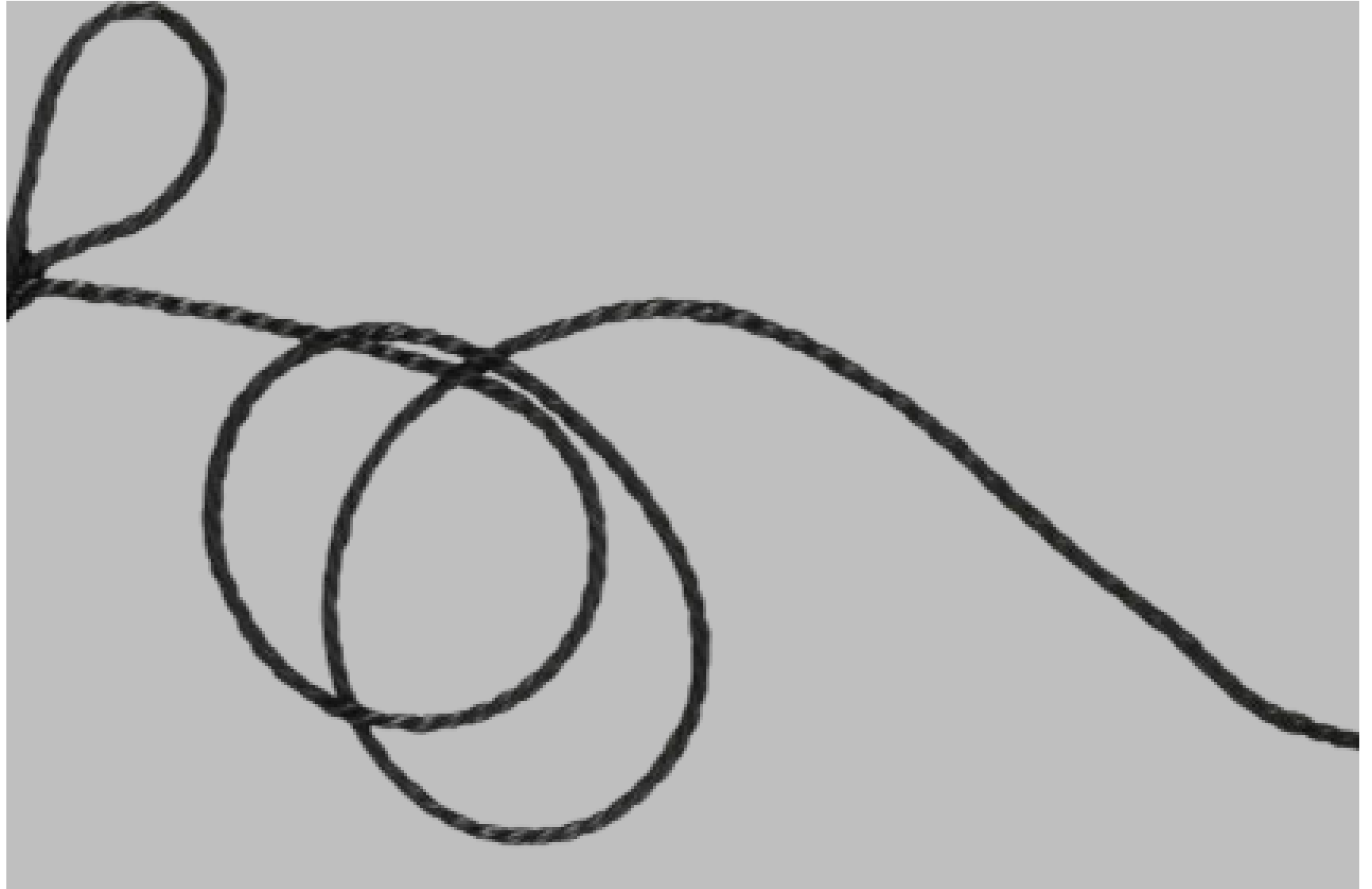


Our clients are

INTELLIGENT,  
CREATIVE,  
GENERATIVE



# String



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Visit & Solve

# Break



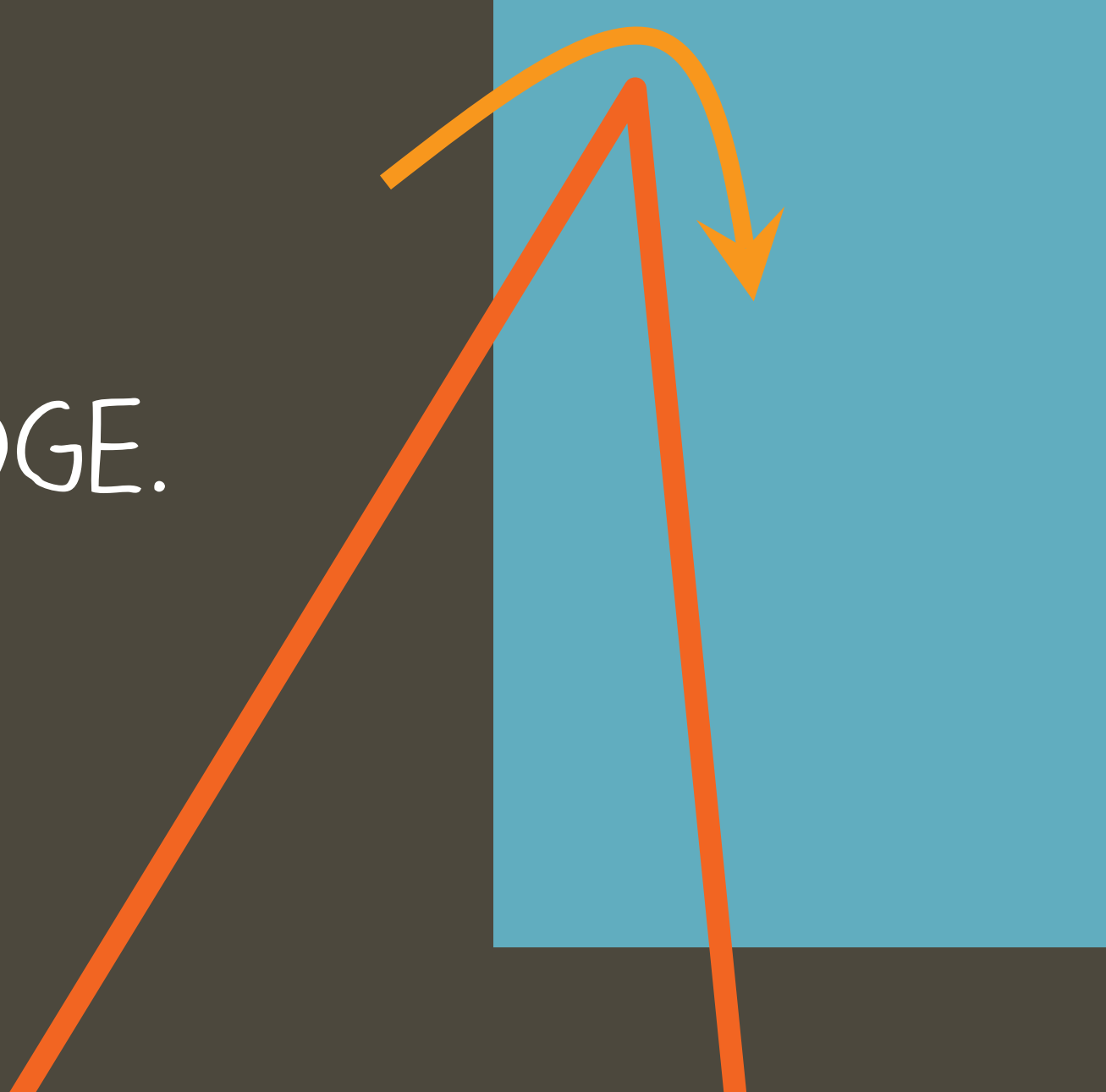
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What do you  
ask in  
discovery?



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LET'S CROSS AN EDGE.





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

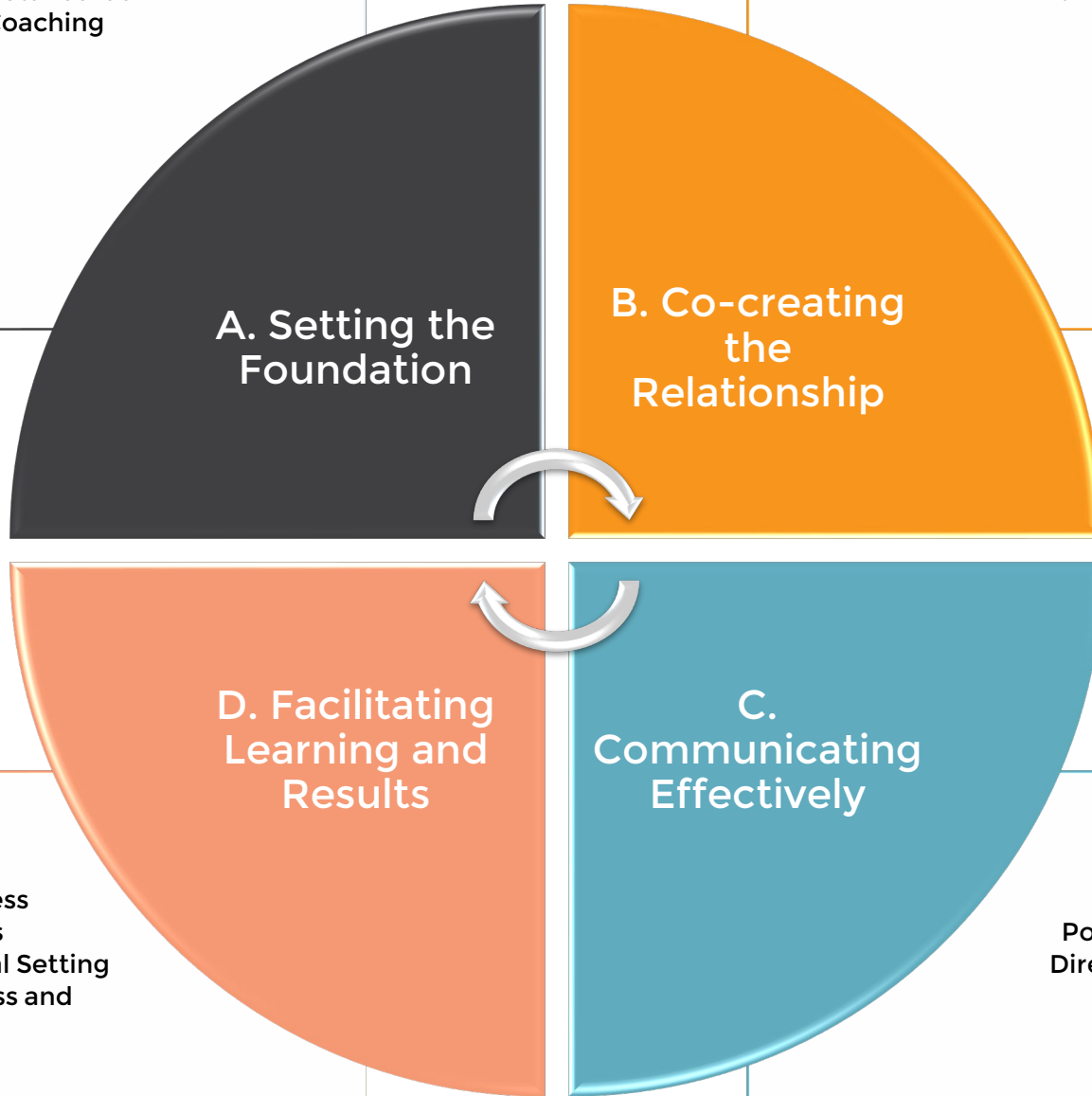
Creating Awareness  
Designing Actions  
Planning and Goal Setting  
Managing Progress and  
Accountability

### D. Facilitating Learning and Results

Active Listening  
Powerful Questioning  
Direct Communication

### C. Communicating Effectively

# COACHING COMPETENCIES





Let's talk!

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Consider  
getting  
coached

# 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)



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