

2020 Growing Local: Northfield Emerging Leaders Program

Participant - Coach Pairing Component Information (Dec. 2019)

About the Participant - Coach Pairing Strategy

The overall goal of the *Growing Local* Participant-Coach pairing component is to help cohort participants gain new leadership insights, learn more about local boards and commissions in their areas of interest, and expand their professional network within a mutual learning experience.

Paired with a participant for the duration of the program, these volunteer coaches will be recruited from the community because they are currently, or have recently been active in a local Board, Commission or other formal advisory group. They are willing to not only share their leadership insights and organizational experience, but also to listen, ask questions, offer support, and overall, help participants feel more comfortable and confident in seeking out future leadership opportunities.

This pairing provides an opportunity for both participants and coaches to learn about each other's backgrounds and also act as "connectors" to their local networks, people and resources. The end goal is to build a sustained and supportive local leadership network.

Key Program Expectations

1. One-to-one participant and volunteer-coach pairing assignments will be made at the beginning of the program. Coaches and cohort participants will be matched as much as possible by common interests and experience.
2. The coach and participant will be expected to meet on a one-to-one basis for the following three times over the course of the program:
 - a. during the opening session on February 10;
 - b. during the final session/graduation celebration on May 11; and
 - c. once on their own time between February and May (meeting in a public place, and each using their own transportation to get there).
3. During these discussions:
 - a. the pair discusses the participant's leadership interests and questions, and exchange insights and ideas for engagement;
 - b. the coach offers perspectives, insights and recommended steps to facilitate the participant's learning; and
 - c. the participant crafts a vision and plan for future community engagement.

Coach Qualifications/Expectations

1. Currently or recently actively involved in local government, boards, commissions, public bodies.
2. Recognized as a leader by his /her/their peers and brings a history of positive and effective collaborative leadership experience.
3. Has either been a mentor/coach or has benefitted from such a relationship in his/her/their lifetime.
4. Commits to and follows-through on program and pair's agreed-upon activities and plans.
5. Has a strong network of people that could help support cohort participants.
6. Able and willing to ask questions, listen, reflect, and engage in reciprocal learning.
7. Experienced or has stated interest in working with those from typically underrepresented groups.
8. Curious and eager to learn while also sharing their knowledge and wisdom.
9. Committed to meeting the time requirements of the program including one-on-one meetings and the two large group sessions.
10. Is open-minded and able to take suggestions.
11. Can read and write in English.
12. Provide own transportation to all program and pair activities.
13. Establishes an atmosphere of open exchange, co-learning, and genuine interest in the culture and community of the participant.
14. Ability to maintain confidentiality.
15. Ability to establish and honor appropriate boundaries.
16. Will contact cohort program staff in case of emergency or any concerns.

Expectations for participants in Participant-Coach pairing

1. Is willing to share, ask and answer questions and offer insights of information and support to the coach.
2. Commits to and follows-through on program and the pair's agreed-upon activities.
3. Provides own transportation to and from all program and pair activities. Cohort participants are each 'assigned' to a volunteer Coach (someone currently or recently on a local) board, committee, commission for the duration of the program.

Interested in serving as a *Growing Local* Participant Volunteer Coach? Submit the Volunteer Participant Coach Application Form to Beth Kallestad, City of Northfield Program Coordinator, via email at beth.kallestad@ci.northfield.mn.us or mail to City Hall, 801 Washington St. Northfield **by January 21, 2020.**

Questions about the Coach-Participant Program Component?

Contact Beth Kallestad at (507) 645-3074 or beth.kallestad@ci.northfield.mn.us and/or Mary Ann Hennen, University of MN Extension at 763-767-3877 or henne011@umn.edu.

2020 Growing Local Volunteer Coach Application Form

NAME

ADDRESS

EMAIL ADDRESS:

CONTACT PHONE:

Emergency phone #:

PLEASE RESPOND TO THE FOLLOWING:

1. What are some personal qualities or experience that you would be excited to contribute to the Program and Participant's learning?
2. What is one thing you hope to get out of participation as a Volunteer Coach in the program?
3. What are three things you want to share with your Participant between now and the end of the program in May?
4. What are three things you want to learn from your Participant by the end of the program in May.

Please submit this to Beth Kallestad, City of Northfield Program Coordinator, via email at beth.kallestad@ci.northfield.mn.us or mail to City Hall, 801 Washington St. Northfield **by January 21, 2020.**