



## PEER COACHING WORKS!

*As a former peer coaching circle participant, I went in as a skeptic and came out a believer. This experience was very positive and enlightening. I highly recommend it to anyone seeking formative ways to grow their career!"*

Susie Burdick, Hearing Speech & Deafness Center

EA alliance of nonprofits is a membership association founded in 2000 by nonprofit leaders united in the vision of a community that values the role of nonprofits in policy setting, positive public image and active involvement of nonprofit leaders in civic and community planning.

Our membership is comprised of organizations that share a commitment to our mission – **Advancing a Powerful Nonprofit Sector**. EA alliance of nonprofits embraces a wide spectrum of nonprofits including the arts, civic organizations, and education, as well as for-profit and public agencies.

*If you would like to learn how you and your organization can become a member, please contact us at the number below.*

**EA**alliance of nonprofits  
celebrating 10 years as a  
**VOICE** for nonprofits

*Advancing a Powerful Nonprofit Sector*

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## Peer Coaching Program

**SIGN ME UP**



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*Advancing a Powerful Nonprofit Sector*

[www.exec-alliance.com](http://www.exec-alliance.com)  
206-328-3836

## SIGN ME UP

Application Deadline December 14, 2009  
Cohorts beginning in January 2010.

### My position in my organization is:

- CEO/ED 0-6 years experience     CFO or similar responsibilities  
 CEO/ED 7+ years experience     VP/Director of Development  
 Board Chair/President\*

Name \_\_\_\_\_

Organization Name & Address \_\_\_\_\_  
\_\_\_\_\_

Phone \_\_\_\_\_

Email address \_\_\_\_\_

	Price	*Board Chair Price
<input type="checkbox"/> EA Member—Budget < \$250,000	\$198.00	\$245.00
<input type="checkbox"/> EA Member—Budget > \$250,001	\$248.00	\$295.00
<input type="checkbox"/> Non-Member—Budget < \$250,000	\$550.00	\$550.00
<input type="checkbox"/> Non-Member—Budget >\$250,001	\$750.00	\$750.00

Total: \_\_\_\_\_

### Method of Payment

- Check (make out to EA)     Credit Card

Credit Card # \_\_\_\_\_

3-digit security code \_\_\_\_\_ Exp Date \_\_\_\_\_

Signature \_\_\_\_\_

**Meeting Time & Day** (check your calendar to make sure these meetings times work for you prior to submitting your application) **Cohorts meet monthly January—August 2010**

- CEO/ED Cohort 6 yrs or less meets the **2nd Thursday 2:00-5:00pm**  
 CEO/ED Cohort 7+ years meets **2nd Tuesday 8:30-11:30 a.m.**  
 Board Chair/President Cohort meets **2nd Wednesday 2:00-5:00pm**  
 CFO Cohort meets **3rd Thursday 2:00-5:00 p.m.**  
 VP/Dir of Development Cohort meets **3rd Wednesday 2:00-5:00pm**

## SIGN ME UP

Application Deadline May 14, 2010  
Cohorts beginning in June 2010.

### My position in my organization is:

- CEO/ED 0-6 years exp     CFO or similar responsibilities  
 CEO/ED 7+ years exp     VP/Director of Development  
 Board Chair/President\*

Name \_\_\_\_\_

Organization Name & Address \_\_\_\_\_  
\_\_\_\_\_

Phone \_\_\_\_\_

Email address \_\_\_\_\_

	Price	*Board Chair Price
<input type="checkbox"/> EA Member—Budget < \$250,000	\$198.00	\$245.00
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Signature \_\_\_\_\_

**Meeting Time & Day** (check your calendar to make sure these meetings times work for you prior to submitting your application) **Cohorts meet monthly June 2010—January 2011**

- CEO/ED Cohort 6 yrs or less meets the **2nd Thursday 8:30-11:30am**  
 CEO/ED Cohort 7+ years meets **2nd Tuesday 2:00-5:00 p.m.**  
 Board Chair/President Cohort meets **2nd Wednesday 8:30-11:30am**  
 CFO Cohort meets **3rd Tuesday 2:00-5:00 p.m.**  
 VP/Dir of Development Cohort meets **3rd Wednesday 8:30-11:30am**

## SIGN ME UP

Application Deadline August 5, 2010  
Cohorts beginning in September 2010.

### My position in my organization is:

- CEO/ED 0-6 years exp     CFO or similar responsibilities  
 CEO/ED 7+ years exp     VP/Director of Development  
 Board Chair/President\*

Name \_\_\_\_\_

Organization Name & Address \_\_\_\_\_  
\_\_\_\_\_

Phone \_\_\_\_\_

Email address \_\_\_\_\_

	Price	*Board Chair Price
<input type="checkbox"/> EA Member—Budget < \$250,000	\$198.00	\$245.00
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Total: \_\_\_\_\_

### Method of Payment

- Check (make out to EA)     Credit Card

Credit Card # \_\_\_\_\_

3-digit security code \_\_\_\_\_ Exp Date \_\_\_\_\_

Signature \_\_\_\_\_

**Meeting Time & Day** (check your calendar to make sure these meetings times work for you prior to submitting your application) **Cohorts meet monthly September 2010—April 2011**

- CEO/ED Cohort 6 yrs or less meets the **2nd Thursday 2:00-5:00pm**  
 CEO/ED Cohort 7+ years meets **2nd Tuesday 8:30-11:30 a.m.**  
 Board Chair/President Cohort meets **2nd Wednesday 2:00-5:00pm**  
 CFO Cohort meets **3rd Tuesday 8:30-11:30 a.m.**  
 VP/Dir of Development Cohort meets **3rd Wednesday 2:00-5:00pm**

# What is Peer Coaching?

EA alliance of nonprofits' Peer Coaching Program is designed especially for executive leaders who are striving to be more competitive, effective and efficient in their work.

Peer Coaching circles are highly focused groups of peers who meet regularly to assist each other with problem solving through creative dialogue, sharing of best practices while expanding perspectives and alternatives. These groups are based on the Learning Circle model developed by the Management Assistance Program out of Minneapolis, Minnesota.

Peer Coaching Circles are at the heart of cutting-edge professionals recognizing they don't have to reinvent the wheel. Through peer coaching their potential to take their organizations and their careers to new levels can be a shared and rewarding experience.

**If you are ready to raise the bar in your personal and professional growth, enroll in the Peer Coaching Program today!**



## How Does It Work?

- Each group member brings their own issues to the group and gets an equal time slot each session;
- Members choose their own issues to explore and resolve, then take a complete look at the situation, explore alternatives, set realistic goals, take action;
- Coaching involves a variety of approaches and skills, including attentive listening; probing questions; brainstorming; supportive challenges; occasionally sharing materials and personal experiences.
- Confidentiality is a strong expectation; In order for the model to be successful, members are expected to attend regularly.

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*"In the peer coaching, whatever anyone was working on was relevant to others so the group felt very powerful. Peer coaching was very productive for problem solving. There was equality around contributions, as everyone both gave and received. No whining was allowed and there was professional accountability for one's own goals and learning."*

Janis Avery, Treehouse

## Q & A

### Q: What are Peer Coaching Groups?

- A Peer Coaching Groups come in many shapes and sizes. Groups are arranged by job/profession with a mixture of size, geographic location and sub-sector.
- A Peer Groups are arranged according to this criteria to provide for a full and rich discussion in each meeting.

### Q: Who should Participate?

- A CEO/Executive Directors
- A CFOs/Directors of Finance
- A Development Directors
- A Board Chair/Presidents
- A **And... Executive staff who may believe the following:**
  - They're too frazzled to participate in peer coaching;
  - They don't have the time;
  - They are too afraid to admit that they too face challenges in their organization;
  - New & seasoned leaders who are willing to be challenged.

### Q: What should I expect as a potential participant of the program? Expect to:

- A Meet once a month; 3-hours per meeting over an 8-month period;
- A Have equal time to share and discuss issues important to you;
- A Find creative solutions to your issues;
- A Offer your experience and expertise to your peers;
- A Build lasting relationships with those in your group that will help to enhance your career.