

Organizational Coaching Project (OCP) 'Client Organization' Overview

Thank you for your willingness to engage in a conversation about the Organizational Coaching Project – a core component of the [UBC Certificate in Organizational Coaching](#). As a potential 'client organization', you would have the opportunity to work with a small group of learner coaches, as they prepare to provide pro-bono individual and team coaching services to members of your team. We want to provide you with an overview of the scope of this team coaching project, as well as next steps should you wish to continue this conversation.

Why Coaching?

Increasingly, organizations are embracing the use of a coaching approach to support healthy team performance and leadership capacity. Coaching strengthens engagement and supports team development through change. The UBC Certificate in Organizational Coaching offers a unique opportunity for coaching students to build on their individual coaching skills and to coach a working team. Following the successful completion of the 8-month, 160-hour part-time certificate program, learners will graduate as a UBC Certified Organizational Coach. The OCP is one of two final assignments required to graduate from the UBC certificate program.

Purpose

The Organizational Coaching Project (OCP) focuses on building capacity in organizations and involves a coaching engagement with a new or existing team - this could also involve coaching individuals (team members, peers, managers, leaders). The intent of team coaching is to enable a team to function as more than a sum of its parts by clarifying the teams' purpose and its relationship both within and between the team and its external context. The purpose of this partnership is for learner coaches to deliver and practice team coaching in an organizational context. As the client organization, you work with a group of learner coaches to identify one or more desired outcomes that is likely to be achieved using a coaching approach. This team coaching engagement involves a process of planning, scoping and individual and/or team coaching (both in-person and/or virtually) in response to your organizational concerns and aspirations in regards to team development, decision-making, values, conflict, change etc.

Past Organizational Coaching Projects (OCP)

This is our 13th cohort, with 300+ Certified Organizational Coaches graduated from our program. Our learner coaches have worked with organizations on the following projects:

1. **Exploring Team Values:** Working with a new team, the organization wanted 2 x ½ day session to explore personal and collective values to support team cohesion and alignment with their organizational mission.
2. **Leveraging Strengths:** Working with an executive team, the organization wanted to focused on individual and team strengths to improve decision-making and bi-weekly meeting effectiveness. The coaching engagement included individuals completing the Strengthsfinder assessment with a one-on-one coaching session and collectively debriefing results to understand their team profile.
3. **Transitioning a Team Leader:** Working with an existing team whose leader had retired, the team requested a coaching process that would support them in integrating the new leader while honoring the character and work of the retired leader.

Past organizational clients have included:



Anticipated Outcomes

Sponsor 'Client Organization' Team

- ✓ Pro-bono team coaching to support organizational goals and priorities
- ✓ Enhance performance and health of the team
- ✓ Support team priorities and add value through learning, collaboration and conversations.

Organizational Coaching Project Team Learners

- ✓ Articulate and design a team coaching engagement that integrates a coaching framework and team coaching methodology.
- ✓ Demonstrate ability to design and deliver full coaching process and cycle in response to a clear set of determined outcomes
- ✓ Build coaching confidence within an organizational context through specific coaching relationships and practice

WE ARE LOOKING TO PARTNER WITH 10 'CLIENT ORGANIZATION' TEAMS!

Key Program Dates & Activities – Cohort 13 2022/23

Organizational Coaching Project (OCP)			
Dates	Program/Cohort Lead	OCP Team Members	Client Organization
Sept 26 – Nov 20	<ul style="list-style-type: none"> ✓ Communicate with potential Client Organizations ✓ Collect team profiles and descriptions from confirmed Client Organization 	<ul style="list-style-type: none"> ✓ Client Organization Brainstorm Forum 	<ul style="list-style-type: none"> ✓ Expression of Interest ✓ Provide team profile and description of organizational Mission and current scenario to Program Lead ✓ Available to discuss details and learner questions via Program / Cohort Lead
Nov 21 – mid-Dec	<ul style="list-style-type: none"> ✓ Present participating Client Organization team profiles and descriptions ✓ Match OCP Coaches with Client Organizations 	<ul style="list-style-type: none"> ✓ Attend OCP Orientation Webinar (Nov 22) ✓ Review Client Organization team profiles and descriptions ✓ Select 3 Client Organizations of interest 	<ul style="list-style-type: none"> ✓ Notified of OCP Coaching Team & Client Organization match results



Jan 9 – Feb 12	<ul style="list-style-type: none"> ✓ Facilitate OCP Coaching Team development ✓ Support OCP Coaching Team & Client Organization engagement ✓ Live Learning Intensive 2 	<ul style="list-style-type: none"> ✓ Assemble OCP Coaching Team Member Bios ✓ Draft and send brief introduction email to OCP Client lead contact ✓ Live Learning Intensive 2 	<ul style="list-style-type: none"> ✓ Attend OCP Client Organization Orientation Webinar (mid Jan) ✓ Ongoing connection and sharing updates with OCP Coaching Team ✓ Refine/update team profile and description of organizational Mission, current scenario, scope of engagement
Feb 13 – 19	<ul style="list-style-type: none"> ✓ Support OCP Coaching Team & Client Organization engagement 	<ul style="list-style-type: none"> ✓ Initial Meeting preparation ✓ Mentor Coach: Initial Meeting Prep Call ✓ Establish Initial Meeting with OCP Client 	<ul style="list-style-type: none"> ✓ Establish Initial Meeting with OCP Coaching Team
Feb 20 – Mar 5	<ul style="list-style-type: none"> ✓ Support OCP Coaching Team & Client Organization engagement 	<ul style="list-style-type: none"> ✓ Initial Meeting with OCP Client Organization by Feb 28 ✓ Draft 'Organizational Coaching Proposal' 	<ul style="list-style-type: none"> ✓ Initial Meeting with OCP Coaching Team
Mar 6 – 12	<ul style="list-style-type: none"> ✓ Support OCP Coaching Team & Client Organization engagement 	<ul style="list-style-type: none"> ✓ Mentor Coach: Focus on Proposal ✓ Submit 'Organizational Coaching Proposal' to Client Organization by Mar 12 	<ul style="list-style-type: none"> ✓ Receive & review OCP Coaching Team's 'Organizational Coaching Proposal' ✓ Make proposal adjustments as needed for mutual approval ✓ Agree on engagement start date
Mar 13 – Apr 16	<ul style="list-style-type: none"> ✓ Support OCP Coaching Team & Client Organization engagement 	<ul style="list-style-type: none"> ✓ Mentor Coach: Support Kick-off Session ✓ Mentor Coach: Adhoc ongoing support ✓ Organizational Coaching Project in progress 	<ul style="list-style-type: none"> ✓ Organizational Coaching Project in progress
Apr 17 – 23	<ul style="list-style-type: none"> ✓ Support OCP Coaching Team & Client Organization engagement 	<ul style="list-style-type: none"> ✓ Complete engagement ✓ Request Client Organization feedback ✓ Reflect on experience and feedback 	<ul style="list-style-type: none"> ✓ Complete engagement ✓ Provide feedback to OCP Coaching Team
Apr 24 – 30	<ul style="list-style-type: none"> ✓ Collect program feedback from Client Organization 	<ul style="list-style-type: none"> ✓ Create OCP Coaching Team Report 	<ul style="list-style-type: none"> ✓ Provide program feedback to Program Lead
<u>Due:</u> May 1	<ul style="list-style-type: none"> ✓ Receive OCP Coaching Team Reports 	<ul style="list-style-type: none"> ✓ Submit OCP Coaching Team Report 	
May 4	<ul style="list-style-type: none"> ✓ OCP Coaching Team Presentation at Capstone Live Learning Intensive 		

Who are the OCP Learner Coaches?

The OCP Coaching Team will include 4-6 learners, all of whom are well grounded in a model of coaching developed by UBC. Our learners come from diverse career backgrounds and roles that range from executives, managers, leaders, HR professionals, trainers, entrepreneurs or consultants.

Confidentiality

The OCP Coaching Team members will attend to ICF (International Coaching Federation) Ethics and Competencies, as outlined in the ICF website: <http://www.coachfederation.org/ethics/>. A Volunteer Organizational Client Agreement form outlines key areas of this coaching engagement to ensure confidentiality, and to clarify the dimensions of this short-term engagement, as distinct from an OD intervention, which requires more specific training and in some cases a prolonged process of engagement.

Oversight and mentorship

OCP Coaching Teams are supported by ICF-credentialed Mentor Coaches, a Program Lead and program team members, as they plan and deliver a coaching project in your organization. The Program Lead will support both learners and organizations to be successful in all phases of the Organizational Coaching Project, from initiating and brainstorming project ideas through to the delivery of the team coaching project.

Next Steps

The implementation of the OCP takes place in the winter/spring (February-April). Should you wish to discuss the possibility of participating do let us know and we will be in contact with you to further understand your team's context and the scope of the team coaching work to ensure fit for the purposes of the Organizational Coaching Project.

If you are interested, but timing does not work this year, do let us know and we will happily reconnect to explore Organizational Coaching opportunities for next year!

We look forward to hearing from you. Thank you for your interest in our Certificate program and the potential experience you will be offering to our learners and your team.

Sincerely,



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