

## RECRUITING COACHES

Coaches help hold your group together. A coach's role is to hold the vision and values of your group, and, to that end, facilitate the growth, development, and involvement of the group and its members.

Selecting the right coaches for your program is crucial to its success. When looking for someone to fill the role of a coach, especially in the context of a youth-adult partnership, it's important to keep a few characteristics in mind.

Successful coaches are...

- Sensitive to age, gender, background, and cultural differences in a diverse group;
- Passionate about youth and adult partnerships, social justice, leadership development, and collective leadership;
- Passionate about learning as well as helping others learn;
- Respected in the community and by the those involved in your group;
- Part of an organization that supports your group's work;
- Flexible, respectful of others, and effective in establishing trust and rapport in working with other coaches and participants;
- Experienced in working with people of different ages and from different income levels, races, and ethnic backgrounds;
- Experienced in structured leadership development for both groups and individuals;
- Experienced in culturally focused leadership development; and
- Knowledgeable about the local community and the issues it faces.

Coaches must also have a skill set that includes...

- Good communication and listening skills;
- The ability to bridge significant differences and build trust despite these differences;
- Effectiveness in supporting others as they identify their own strengths;
- Comfort in organic and transparent learning processes;
- The ability to design and deliver training;
- The potential to guide others to gain knowledge about their community and its history and issues;
- Skills in mediating difficult situations;
- Competence in group facilitation;
- The ability to separate the personal from the professional;
- The capacity to give power to the group so that group members can build their own leadership capacity;
- The know-how to identify technical assistance needs and then locate providers; and
- The ability to network within an ever-changing context.