

## Economic Mobility Action Network Peer Coaching

CFLeads Economic Mobility Action Network (EMAN) includes mechanisms for you to get guidance, inspiration and camaraderie from community foundation peers doing similar work. Structured peer coaching is a program element that will be part of each of our EMAN cohort meetings.

### Advance Preparation

In advance of the EMAN cohort meetings, please identify an element of your community leadership goal/learning challenge which you would like to seek coaching on. This should be an issue or challenge that is particularly difficult for your team right now and that you can address between EMAN cohort meetings.

### Peer Coaching Format

Each team will be allotted 40 minutes to:

1. Describe the area you are seeking coaching. Express this as a question: “How do I...” or “What do I need...” **(10 minutes)**
2. Answer clarifying questions posed by members of the cohort. These should not be leading questions, but simply questions to gain greater clarity. They will not offer coaching at this time. **(10 minutes)**
3. Step out of the meeting while the group reflects on the feedback to give your team. If you are meeting virtually, we will remove your team from the virtual meeting main room and place you in a waiting room for a break. **(10 minutes)**
4. Receive advice from your peers. We will ask you to rejoin the group in the main meeting room where you will receive coaching from the cohort. If you are meeting virtually, we will move you back to the main meeting room (you do not need to take any action). **(10 minutes)**
5. Identify one action or commitment that emerged from the advice. “What’s resonating with me is...” or “Where I’d like to take this next is...”

We recommend that you use the following page to record coaching that you receive. CFLeads staff will also take notes and send a copy of this document to you within 1-3 business days.

## EMAN Peer Coaching

**Team Receiving Coaching:**

**Teams Giving Coaching:**

**CFLeads Staff:**

**Peer Coaching Question:** *It is very important to ensure this is only one question.*

**Additional Context Provided:**

**Clarifying Questions:**

**Coaching Given:**

**Resources Shared by Peers (if applicable):**