



Request for Proposals: Leadership Team Coaching May 2024

Description

Housing California seeks a consultant to provide executive and leadership team coaching services. We are looking for organizations and/or individuals who have the proven ability to provide executive level coaching to help our leadership team maximize Housing California's impact and to lean into our justice, equity, diversity, and inclusion (JEDI) values.

Specifically, we are looking for a consultant to provide both:

- **1/1 management and leadership-focused coaching** for Housing CA's leadership team to strengthen director-level values-based leadership for their team and for the organization and to foster stronger accountability, efficiency, and effectiveness to achieve greater organizational impact
- **Team coaching** for the leadership team to create a strong management culture by building team cohesion, safety & trust; aligning working styles; navigating conflict; cultivating a values-centered workplace; and collaboratively work toward shared goals. We expect that this may, at times, require pair coaching to tackle specific topics, challenges, or conflict.

We want the coaching services to focus on providing practical & technical skills/tools, supporting skills/tool implementation, and problem solving/conflict management support that emphasizes both shared- and self-accountability.

About Housing California

Since 1988, Housing California (Housing CA) has worked to create a California with homes, health, and prosperity for all in thriving, sustainable communities.

Housing CA reaches toward our vision by bringing together a diverse, cross-sector network to prevent and end homelessness, increase the supply of safe, stable, affordable housing options, and reverse the legacy of racial and economic injustice by:

- Building and shifting power with housing and homelessness partners, cross-sector partners, and people most impacted by housing injustice
- Shaping the narrative on housing affordability and homelessness so we speak with a shared voice to advance our vision
- Advancing state level systems change policy solutions

Housing California is committed to creating a just, equitable, diverse, and inclusive workplace that fosters a culture of belonging, ongoing learning, and collaboration, and supports, stabilizes, and incentivizes people to join the Housing California team and stay for the long game.

As part of our current strategic plan and 2024 work plan we are focused on:



- Developing and nurturing an organizational culture grounded in Justice, Equity, Diversity, and Inclusion (JEDI) principles. As part of this effort, we are focused on:
 - Assessing organization-wide, team-wide, and individual professional development needs and implementing plans to address those needs, with a specific focus on tools and trainings we can implement to strengthen our team’s muscle around JEDI and anti-racism
 - Cultivating a strong management culture that is grounded in JEDI and builds a culture of cohesion, trust, and collaboration.
- We are also strengthening and operationalizing our systems, processes, and practices to maximize impact and align with our JEDI-centered values. As part of this process, we have been specifically focused on implementing approaches, practices, and tools from Results Based Facilitation and The Management Center’s management and project management trainings.

About the Executive and Director Teams

The Executive Team is currently made up of the Executive Director, Chione Flegal, and Deputy Director-Operations, Jenny Welch. We are in the process of hiring a Deputy Director - Programs to join this team.

Our Director Team is made up of the Executive Team members outlined above along with our Policy Director, Christopher Martin, our Strategic Initiatives Director, Erika Rincon, and our Power Building Director, Malcolm Harris. We are in the process of hiring a new Strategic Communications and Narrative Director to join this team as well.

This is a relatively new team. Jenny and Christopher joined Housing California in the summer of 2017. Chione has served as the Executive Director since October 2022. Erika joined Housing California in January 2023 and Malcolm joined the team in January 2024. Bios for each team member are available [here](#).

Qualifications

We are seeking consultants who have:

- A demonstrated commitment to justice, equity, diversity, and inclusion and experience approaching your coaching from this lens.
- Experience providing coaching services to both individuals and teams.
- Experience providing coaching services to individuals that work in a non-profit, and ideally a non-profit policy advocacy setting.
- Demonstrated experience with conflict management and resolution.
- Strong knowledge and experience with teaching/providing practical and technical management-related tools and skills through the coaching process.
- Experience providing coaching for relatively new managers.
- Knowledge of Results Based Facilitation (RBF) and The Management Center (TMC) approach is preferred but not required. All Directors have gone through Management Training via TMC and all staff have gone through results based facilitation training and project management training via TMC. Ideally, we would like the coaching to align and support ongoing implementation of TMC and RBF tools.



Proposal Submittal Process

We are initially looking for a six month commitment starting in August/September 2024, with the potential to extend, funding permitting and assuming a good ongoing fit.

To apply for this opportunity, please submit a proposal that outlines (at minimum):

1. Experience and qualifications
2. Proposed coaching team (it can be one individual)
3. Proposed approach, process, and timeline (including any expectations you may set with clients)
4. Proposed budget and payment schedule
5. References and contact information from 2-3 clients/former clients who have received similar services

Please submit the proposal by Friday, June 28 to Jenny Welch, Deputy Director - Operations, at jwelch@housingca.org. Prior to selection, applicants may be asked to participate in an interview with members of the leadership team.

If you have any questions or would like further clarification of any aspect of this request for proposal, please contact me at jwelch@housingca.org or 530.400.2693.