



# Coaching for Not-for-Profit Leaders

[www.btsspark.org](http://www.btsspark.org)

# Leadership Coaching for Not-for-Profits

*Leading not-for-profits can be challenging work – striving to have maximum impact in the community, ensuring revenue streams are secure, whilst supporting and motivating staff in dispersed locations.*

It's no surprise that a survey of NFP HR managers identified leadership development as one of their top three priorities.\*

BTS Spark supports not-for-profit leaders to do their best work...

- One-to-one coaching, group coaching and workshops
- Online leadership learning to supplement all programs
- 30 professional leadership coaches
- Programs in every state and territory
- Virtual coaching at affordable pricing

BTS Spark operates on a not-for-profit basis within BTS, an award-winning global leadership company.

This brochure showcases our top 10 leadership programs...



*\* 10 HR Challenges for NFPs, Third Sector, 2017*

## Some examples of our not-for-profit partnerships



*Group coaching for 700 Centre Directors to build confidence and empowered leadership*



*Leadership programs for senior leaders and middle leaders globally, combining workshops & coaching*



*Coaching individual leaders on targeted leadership capabilities identified through PDPs*

# Flexible Programs

Most popular



## Overview

Everyone's context is unique, so it's no surprise that flexible programs are our most popular offer.

Simply choose your first module (or ask us for advice!) and get started immediately. Most people request programs spanning 2-3 modules.

Every module can be delivered by our coaches through 1-1 coaching, group coaching or workshop.



## Learning objectives

33 modules are available, offering a chance for you to widen your skillset and gain new strategies in...

- *Relate* – critical people leadership skills
- *Be* – emotional intelligence, confidence and resilience
- *Inspire* – motivating yourself & others
- *Think* – leading improvement



Each of these modules is available as 1:1 coaching, group coaching or workshop.

## 1-TO-1 COACHING

Five 60-minute sessions with a professional leadership coach via Zoom, plus online learning

## GROUP COACHING

Six 90-minute sessions for up to six participants with a professional leadership coach via Zoom, plus online learning.

## WORKSHOP

Groups of 25 participants  
Face-to-face or virtual  
Full day or half day

Over 99% of those we coach say they have changed their leadership

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[btsspark.org](https://btsspark.org)

Pricing available on request in US/ Singapore/ Australian dollars, GBP, Euros, Chinese Yuan or Indian rupees



# Soft Leadership Skills for Aspiring Leaders



## Overview

This program is for those interested in exploring people leadership. You will gain new insights into yourself as a leader and learn how to be confident and effective in a first leadership role.



## Learning objectives

- Know what kind of a leader you want to be and how to make it happen
- Understand the pitfalls of becoming a people leader and how to avoid them
- Feel more confident acting as a leader and dealing with others with patience and authority
- Learn effective tools for engaging others
- Feel confident dealing with key people management situations



## Who is this for?

Those considering their first leadership role

## Key content

- The Me, Us and It of leadership
- Six pitfalls of leadership
- Your values and strengths as a leader
- Building authority and confidence in your leadership
- Taking others with you

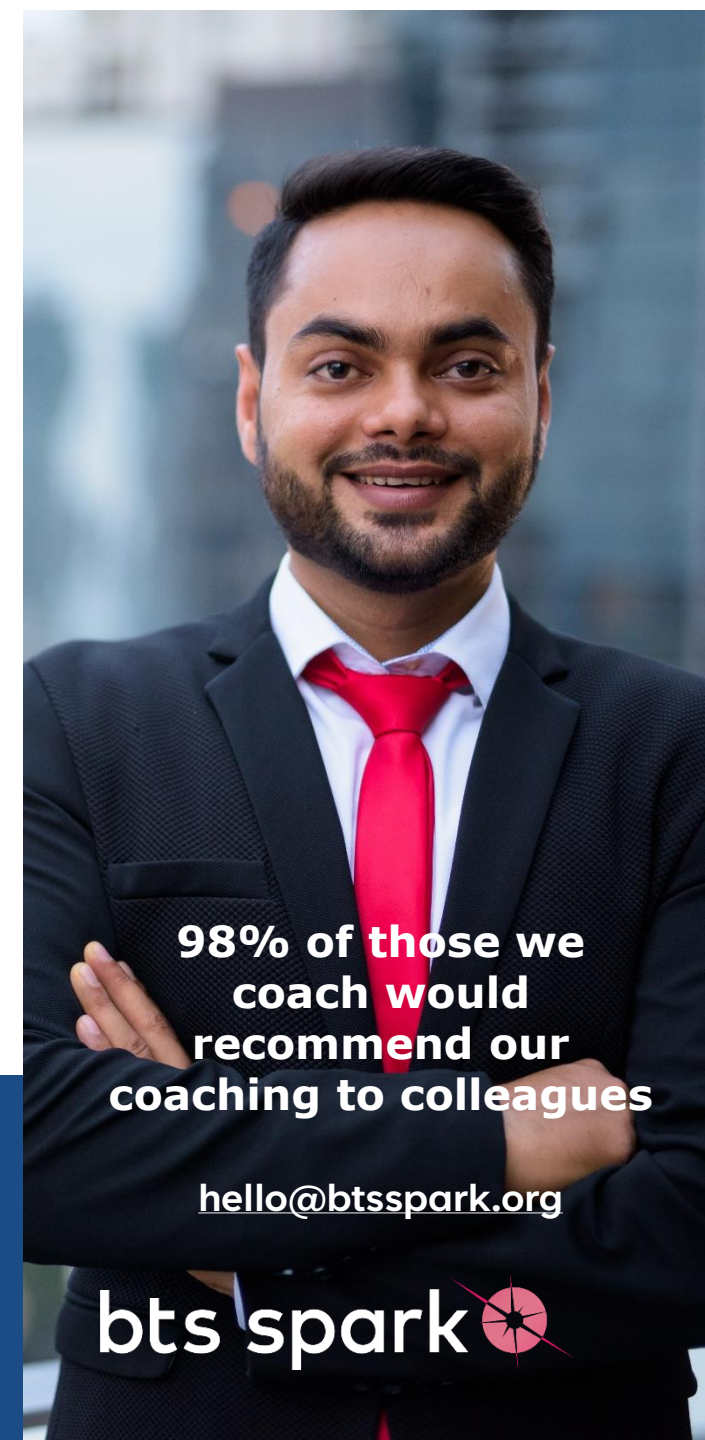
### 1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning

### GROUP COACHING

Collaborative learning experience including five 90 mins sessions with professional leadership coach via zoom & online learning

Pricing available on request in US/ Singapore/ Australian dollars, GBP, Euros, Chinese Yuan or Indian rupees



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# Soft Leadership Skills for Team Leaders



## Overview

This program is designed to help team leaders to engage, motivate and involve their teams.



## Learning objectives

- Learn how to engage others
- Gain the ability to stay open and resourceful with challenging people
- Understand inclusive leadership and how to engage people differently
- Learn effective questions that get to the root of individuals' concerns
- Feel confident giving sensitive messages in a powerful way
- Know how to run a team meeting that engages others



## Who is this for?

Team leaders

Section heads

## Key content

- Reflecting on your leadership
- Framework for powerful conversations
- Building trust
- Powerful questions
- Difficult conversations
- Engaging your team

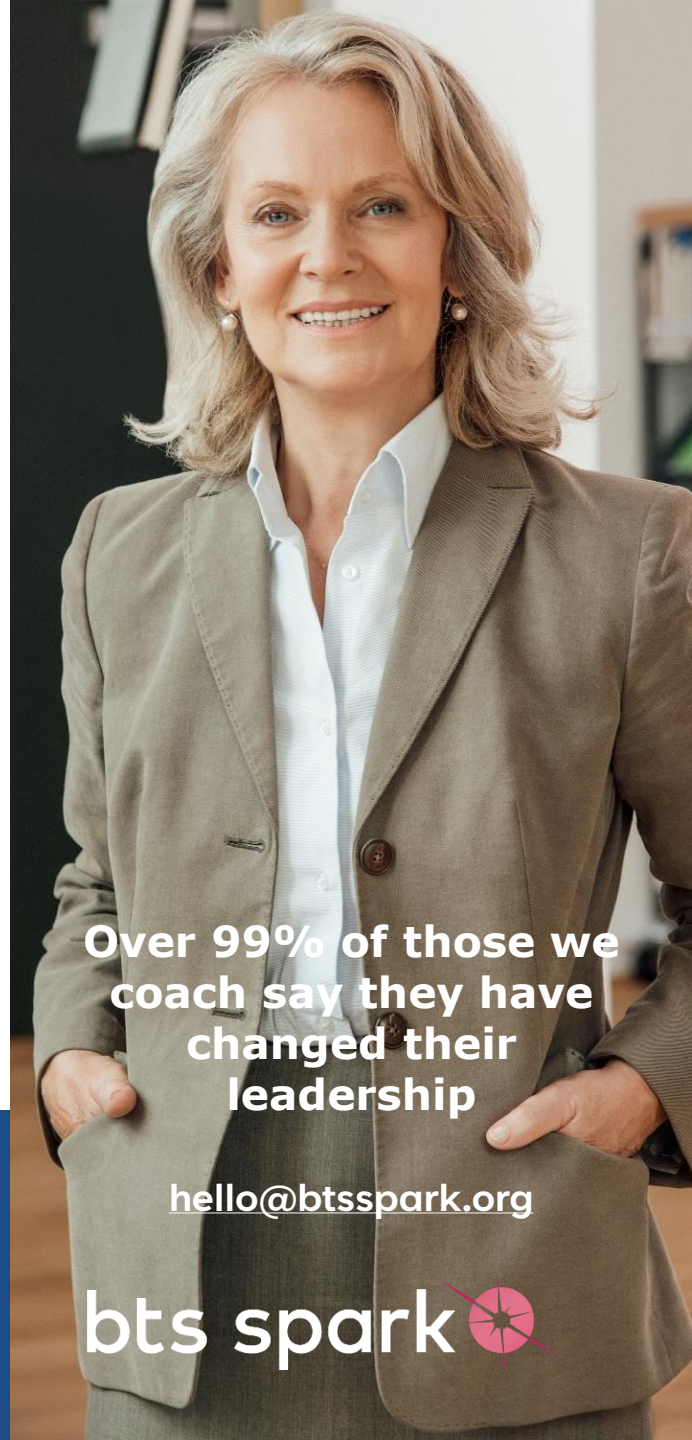
### 1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning

### GROUP COACHING

Collaborative learning experience including five 90 mins sessions with professional leadership coach via zoom & online learning

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# Soft Leadership Skills for New Leaders



## Overview

This program supports newly appointed leaders to make a successful transition into their new role, make sense of their new context and establish themselves with colleagues.



## Learning objectives

- Get clear on priorities for action
- Reflect on how you deal with pressure
- Learn how to manage your state
- Reflect on your core values and how to build these into your leadership brand
- Get clear on the Building Blocks, Buy in and Behaviour you need to make your vision a reality
- Identify key relationships that you need to invest in
- Become more confident in working with challenging individuals



## Who is this for?

Newly appointed leaders

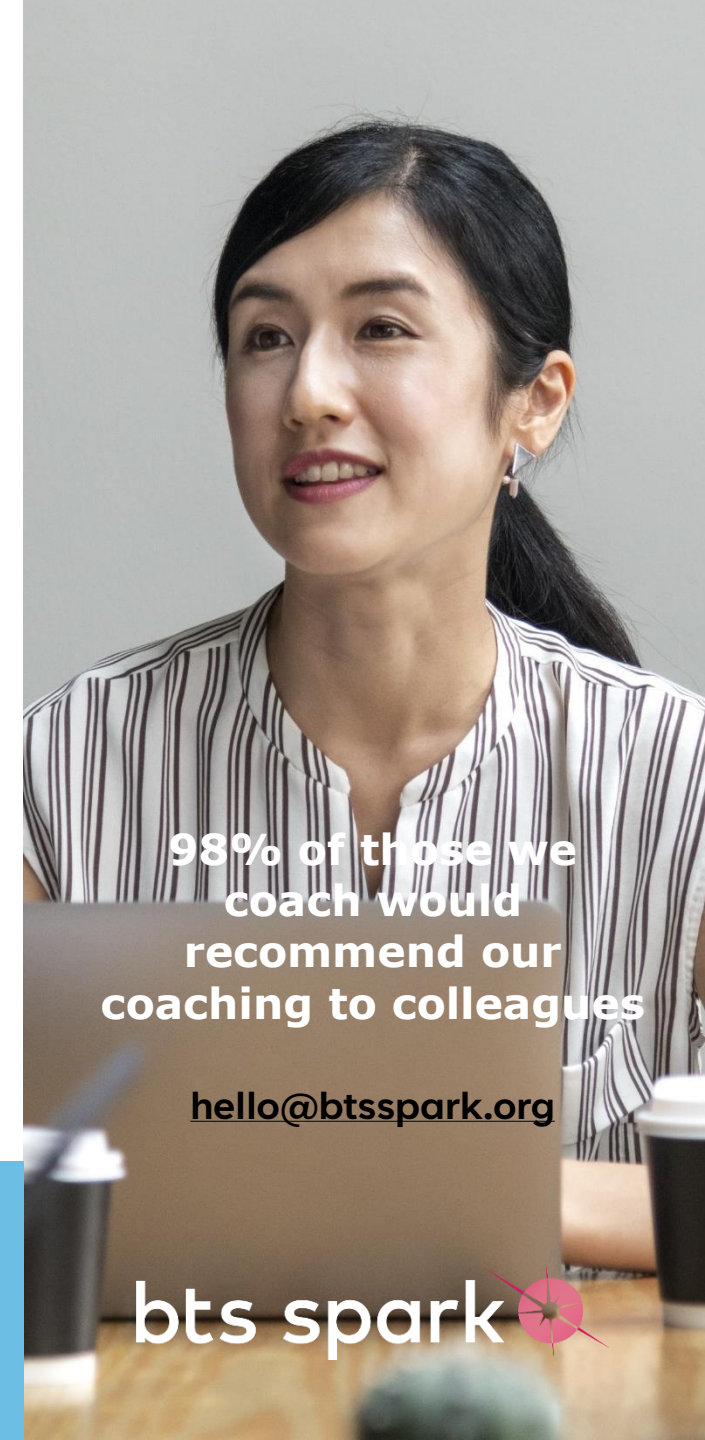
## Key content

- First 100 Day Wheel
- Establishing milestones & ways of working
- Mindtraps that limit your leadership
- Coping with the pressures of the role
- 3 B's model
- Dealing with challenging individuals

## 1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning

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# Soft Leadership Skills for Experienced Leaders



## Overview

This program offers flexible coaching for experienced leaders to fine-tune and refresh their leadership.



## Learning objectives

- Reflect on your leadership strengths and development areas through a *Personal Leadership Review*
- Co-create a coaching journey to meet your needs, in partnership with your coach
- Draw flexibly on content from across our leadership curriculum of 33 mindsets...
- *Relate* – critical people leadership skills
- *Be* – emotional intelligence, confidence and resilience
- *Inspire* – motivating yourself & others
- *Think* – leading improvement



## 1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning

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# From Surviving to Thriving



## Overview

This program helps you combat the mindsets that prevent you from being your best self on a daily basis. You will get clarity and skills to help you thrive despite the challenges of your role.



## Learning objectives

- Review your current work life balance against seven key areas
- Build your own 'balance wheel'
- Learn how to manage your state
- Bring more of your 'spark' into your work
- Learn some practical strategies for managing difficult relationships
- Renew and refresh your energy



## Who is this for?

All leaders and staff within the organisation

## Key content

- The invisible rubber band
- Core values
- In and Out of the Box & Mindtraps
- ETC process for managing your state
- Perceptual positions
- Winning formula

### 1-TO-1 COACHING

Personal leadership coaching including four hourlong coaching sessions with professional coach & online learning

### GROUP COACHING

Collaborative learning experience including four 90 mins sessions via zoom with online learning

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# Giving Feedback



## Overview

This program enables you to become more confident and more competent at giving feedback to others to help them to develop. You will lose your fear of feedback as you practise holding a range of feedback conversations.



## Learning objectives

- Explore what holds you back from giving feedback
- Become more confident at giving feedback
- Apply feedback models to plan and rehearse a real feedback conversation you need to have
- Know how to respond if the other person reacts badly
- Learn how to embrace feedback from others



## Who is this for?

Leaders seeking to improve their skills at giving feedback to colleagues

## Key content

- Finding the balance between pussyfooting and clobbering
- Five feedback traps
- Giving everyday feedback using www.ebi
- AFIRM as a structure for a feedback conversation
- 3-2-1 process for receiving feedback

### 1-TO-1 COACHING

Coaching module including two coaching sessions with personal coach & online learning

### GROUP COACHING

Collaborative learning experience including two 90 mins sessions via zoom with online learning

### WORKSHOP

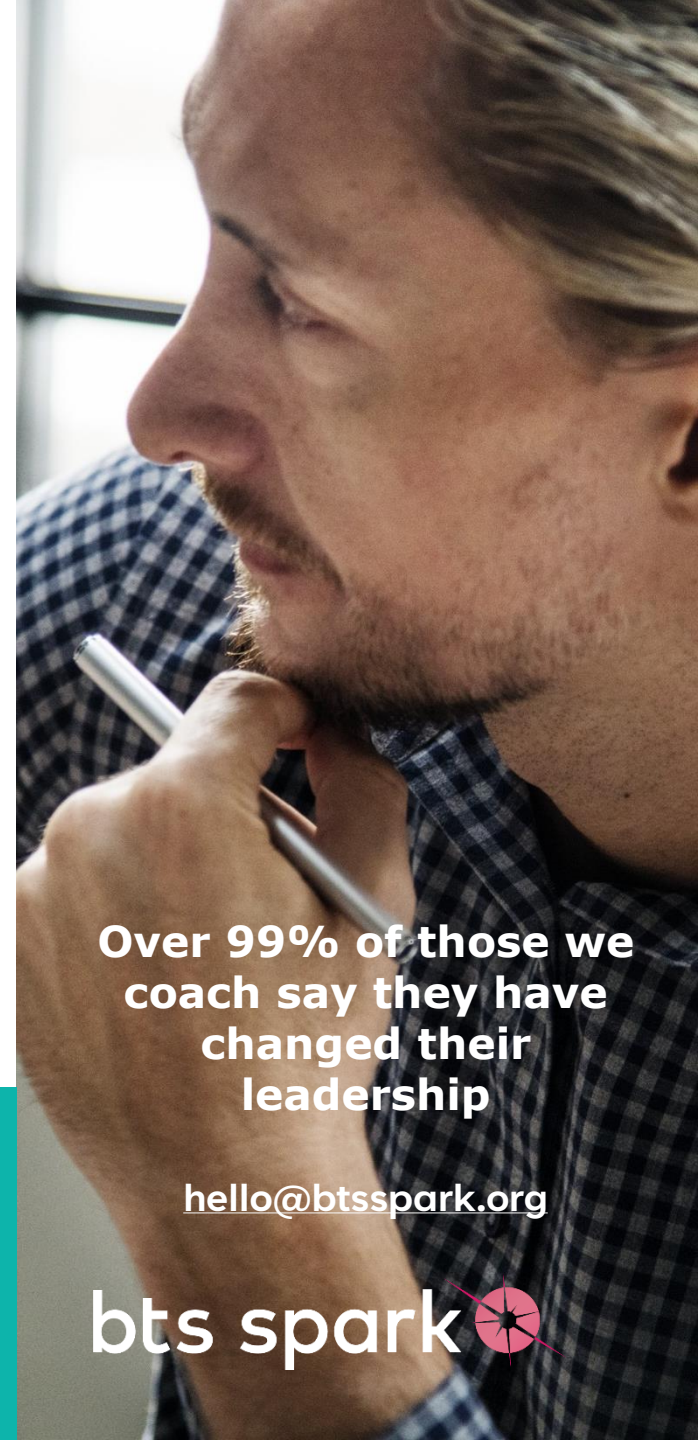
Interactive face-to-face learning day for 25 people  
Optional online learning

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# Level One coach training

## Powerful Conversations



### Overview

This program helps you to strengthen the quality of your everyday conversations with colleagues and stakeholders. Our Powerful Conversations framework and tools help you to create genuine two-way dialogue and intentionally make the most of 'coaching moments'.



### Learning objectives

- Understand how to build connection and trust with a wide range of people
- Learn how to appreciate others' perspectives
- Gain greater awareness of when to speak and when to listen
- Use more open questioning to support others to grow
- Become more confident and competent in giving effective feedback
- Learn how to make the most of corridor conversations



### Who is this for?

The program is popular with leaders at all levels, and staff seeking to improve their communication skills.

### Key content

- See Hear Speak
- Perceptual positions process
- Playback and mirroring
- Four levels of listening
- Powerful questions
- www.ebi and AFIRM

#### 1-TO-1 COACHING

Personal leadership coaching including four coaching sessions with professional coach & online learning

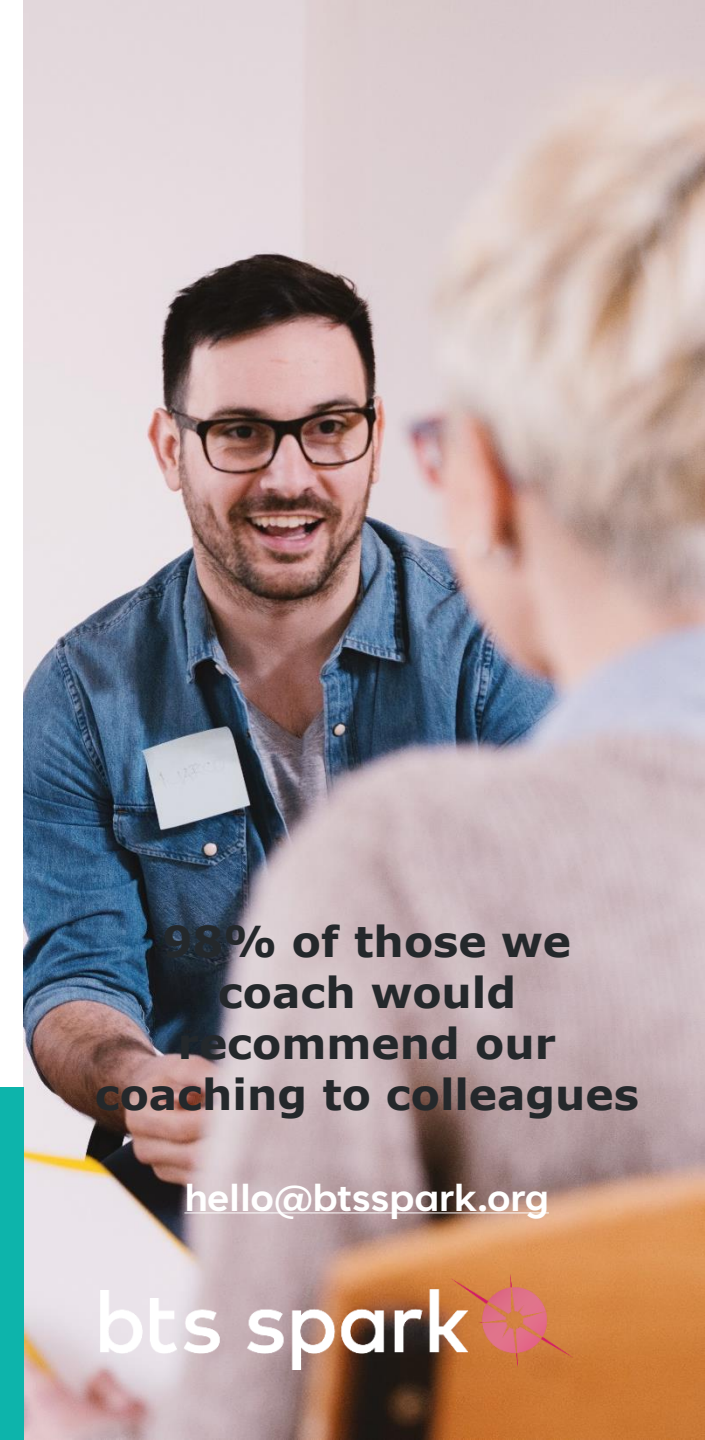
#### GROUP COACHING

Collaborative learning experience including four 90 mins sessions via zoom with online learning

#### WORKSHOP

Interactive face-to-face learning day for 25 people  
Optional online learning

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# Level Two coach training

## Coach



### Overview

This program enables leaders to develop the talent in their team, tap into their natural coaching style and learn from a professional leadership coach.



### Learning objectives\*

- Unlock potential in your team members, helping them get more confident and competent in their roles
- Tap into your natural coaching style to hold great coaching conversations
- Practise flexing your coaching style to meet the needs of different individuals
- Know how to succeed with more challenging individuals
- Learn the art of coaching by experiencing a professional coach in action

\* Varies slightly depending on delivery format



### Who is this for?

Leaders seeking to develop the talent of others

### Key content\*

- Coaching styles self-assessment
- Four Faces of Coaching
- Push/Pull and Skill/Will
- iGROW coaching
- Coaching to shift mindsets
- Coaching Mindtraps

#### 1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning

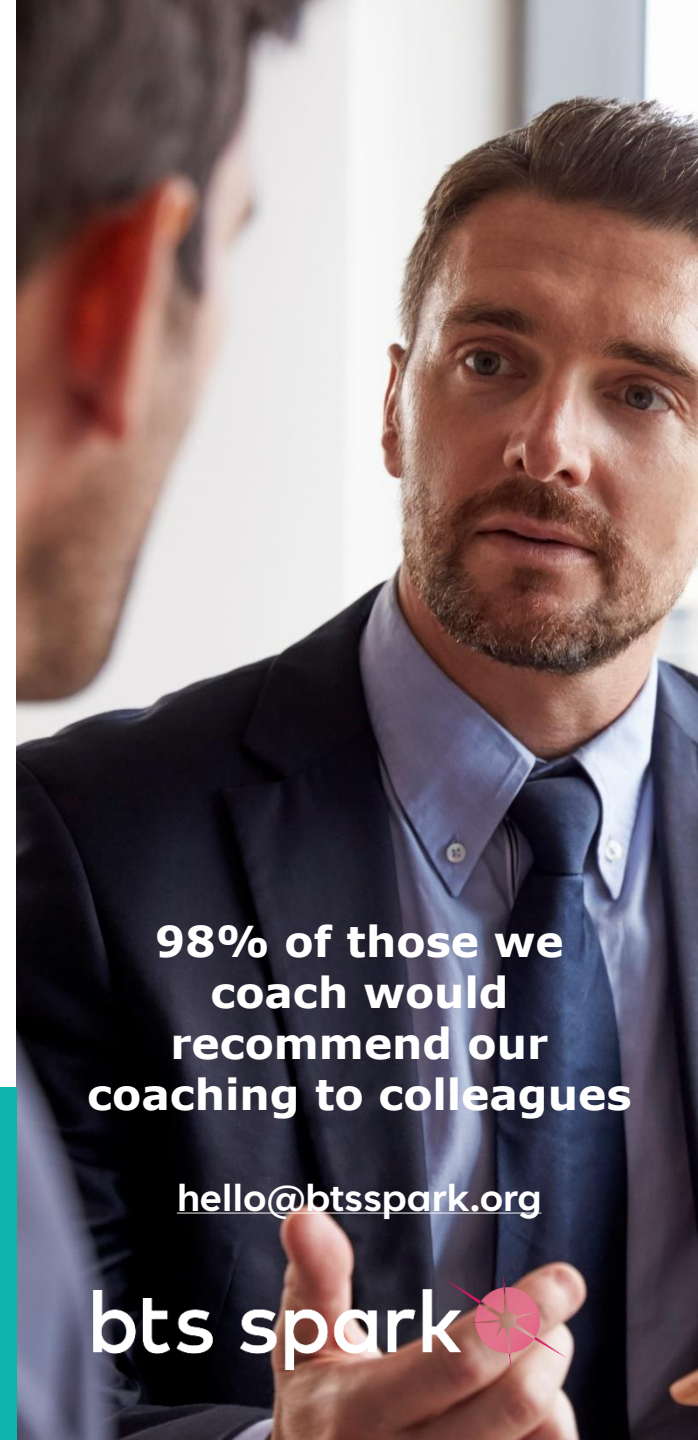
#### GROUP COACHING

Collaborative learning experience including five 90 mins sessions via zoom with online learning

#### WORKSHOP

Interactive face-to-face learning day for 25 people  
Optional online learning

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# Leading Change



## Overview

This program provides structured coaching support and guidance to those striving to lead significant change within their department or organisation.



## Learning objectives

- Use a self-assessment tool to reflect on your own change leadership style
- Get clear on the changes you want to bring about
- Consider how to communicate the vision to others in a powerful way
- Develop strategies to engage others in the change process
- Know how to influence key individuals and stakeholders
- Access two coaching modules most relevant to your change context



## Who is this for?

Leaders with current responsibility for driving change

## Key content\*

- Leadership archetypes
  - Letter from the Future
  - Me Us It of leading change
  - Rubber Band model
  - Bridge 'Levers of Change' model
  - Breakthrough Thinking Cycle
- \* Content depends on modules chosen

## 1-TO-1 COACHING

Personal leadership coaching including five coaching sessions with professional coach & online learning

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# Some recent awards for BTS programs



Best Advance in Leadership Development for Women



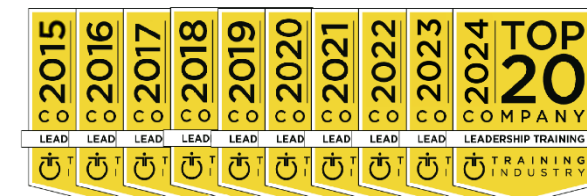
Best Advance in Leadership Development



Best Unique or Innovative Leadership Program



Best Unique or Innovative Learning and Development Program



Best Advance in Competencies and Skill Development



Best Unique or Innovative Leadership Program



Best Use of Games or Simulations for Learning



Best Advance in Measuring the Impact of Leadership Development



Best Use of Blended Learning



Best Advance in Competencies and Skill Development



Best Advance in Leadership Development for Women



Best Development Program for Frontline Leaders



Best Learning Program Supporting a Change Transformation Business Strategy



Best Unique or Innovative Talent Management Program



Best Hybrid Learning Program



Best Advance in Leadership Development for Women



Best Results of a Learning Program



Best Advance in Senior Manager Development



Best Advance in Custom Content



# Supporting your NFP leaders

*"I've worked for three decades in the NFP and education sectors. At BTS Spark, we understand that the context of every charity and not-for-profit organisation is different.*

*We can partner with you to create customised leadership programs for 100's of leaders... or we can offer personalised coaching to a single leader needing to build their leadership skillset.*

*Reach out for a conversation about your needs."*

Email: [hello@btsspark.org](mailto:hello@btsspark.org)

Tel: +61 424 200249

Website: [www.btsspark.org](http://www.btsspark.org)



Rosie Connor  
Global Director  
BTS Spark

24,000

leaders have participated in  
BTS Spark programs

99.6%

of those we coach report  
changing their leadership

98%

would recommend our  
coaching to colleagues

