

Constellation Coach

Update of Nomination Process 2016

1. Who is a Constellation Coach

The term Constellation Coach is trademarked. This means that no one can name himself a Constellation Coach unless he or she is nominated officially as such by the Constellation.

In 2015 following **definition** was agreed by coaches:

A Constellation Coach stimulates and connects local responses. He/she has extended experience with CLCP and is competent in applying the process to different contexts. The coach acts naturally as a mentor for those (communities and facilitators) who engage in local responses using the Community Life Competence Process as a guideline and SALT as a way of working. The coach does so implicitly, every day, in his/her own context and explicitly in formal Constellation engagements. Constellation coaches are connected with all that is happening within the Constellation as an organization but are also vibrant with it as a movement. Coaches are committed to sharing and learning within and outside the Constellation.

The Constellation Global Support Team and other support teams accompany and equip coaches with a number of 'benefits' that will support the coach in stimulating and connecting local responses.

2. Coaches Nomination Process 2016:

Step 1: Exploration

Each coach constantly scans his/her own environment for potential coaches and explores potential coaches with a second coach. Together they decide on the invitation. Principle: at least one of the two coaches has worked intensively on transferring the Community Life Competence Process with the potential coach; the second coach, who comes from a different organisation or coaching team - has seen the candidate at work. Both coaches commit to mentor the coach they recommend during the application process as well as during activities as a coach.

Step 2: Invitation

The inviting coach sends the default invitation message to the potential coach - with (a) "Benefit & Commitment of Coaches" (b) "Declaration of commitment", as attachments to the invitation.

The inviting coach mentions the name of the coach seconding the invitation in the invitation message. The seconding coach and Laurie Khorchi (laurie@communitylifecompetence.org) for the Global Support Team are cc-ed on this message.

The two inviting coaches join a conversation where all elements of Commitment are reviewed by and with the candidate, face to face when possible, through distance communication otherwise.

The potential coach will be requested to:

- Take note of the "**Declaration of Commitment**";
- Following the conversation, provide a **short report on Commitments** with a **plan** on which commitments the coach aims to address in the coming 12 months and how he/she plans to do that ('personal development plan'). The report will mention what are the commitments already addressed and the claimed "merit points" in that regard. It should also indicate what are and where we can find the evidence of these achievements.

Step 3: Application

The potential coach applies by sending an email to the inviting coach, together with (1) the filled in "Declaration of Commitment" and (2) a "report on Commitments", including a personal development plan.

Step 4: Nomination

The inviting coach nominates the potential coach by sending an email to Laurie Khorchi, (Laurie@communitylifecompetence.org) with the declaration of commitment and the report on Commitments as attachments.

Step 5: Announcement

On every first Monday of the month Laurie announces newly nominated coaches on the Coaches Group of the Constellation's Interactive platform (www.aidscompetence.ning.com)

Step 6: Objection

During 2 weeks all Constellation coaches have the right to object to nominations. They can do so by posting their objection – with argument – to the Coaches Group of the Constellation's Interactive platform or by sending an email to Laurie@communitylifecompetence.org. In case of objection of any of the existing coaches, the Board of the Constellation will decide within 2 weeks on the acceptance of the nomination.

Step 7: Welcoming

If no objections are expressed and evidence of commitments are registered, the potential coach becomes Constellation Coach. GST (Laurie) sends a welcome message to the new coach, with background information on next steps (every third Monday of the month). Upon completion of that step, the GST will ensure that the new coach has access to the various benefits mentioned.

3. Yearly Reconfirmation of Coaches

To support continuous learning by and between coaches, Luc Barrière-Constantin (luc@communitylifecompetence.org) from the Global Support Team will collect on a yearly basis from each coach:

1. An updated commitment report, carried out by the coach with feedback from two other coaches, including an updated personal development plan.
2. GST will review evidence for commitments 4 to 8 with various Constellation Support teams (GST, National Team...) and according to available and active working/coaching agreements.

4. Updating the current Coaches pool

The current coaches' pool includes members who have not been involved in the Constellation or Community Life Competence Activities for a long time, for a variety of reasons. At the same time champions who have been involved in The Constellation processes over the past 1,5 year are waiting in the wings for their nomination. GST proposes to carry out the following activities as a matter of urgency:

1. Check in with current coaches on their willingness to remain their status as coach.
2. The commitment of current coaches would be expressed through (1) an updated declaration of commitment and (2) an updated report on commitments, carried out by the coach with feedback from two other coaches of choice, including an updated personal development plan.
3. Support current coaches with the nomination of new (potential) coaches.

Annexes

A. Invitation letter to Potential Coaches

(can be adapted with a personal note from the inviting coach)

(cc to Laurie Khorchi (laurie@communitylifecompetence.org) and seconding coach)

Subject: **Invitation as Coach at the Constellation**

Dear **name of potential coach**,

There is another way. The group of friends who founded the Constellation in December 2004 is determined to seek and follow that other way to address life challenges. Each of us is linked to local responses and is inspired by the experience. We don't see ourselves as 'experts'. We do not seek to organize resources. Rather, we stimulate responses by appreciating people's strengths and by learning from what they do. In this way Community Life Competence spreads: people care, they connect to others, they change and they transfer their experiences to other groups and organizations.

Together with name seconding coach, I have the great pleasure to invite you to become a Coach at the Constellation. You are a friend and a colleague of several Constellation members, and we are grateful for your contribution to our collective learning. Your commitment to local responses inspires us. Let us work even more closely together to promote Community Life Competence and to connect local responses around the world. In the attached document you will find more information about what you can expect from the Constellation and what the Constellation expects from its coaches.

If you accept this invitation, I invite you for a conversation on all elements in the declaration of commitments. The (1) **signed declaration of commitment** and (2) **a report on the commitments** already addressed, **including a personal development plan** would form the basis of your formal nomination.

You will receive a note on your acceptance within 2 weeks after the nomination.

With warm regards,

Name Coach

Coach,

Constellation

B. Welcome letter to Approved Coaches

(Laurie sends, two weeks after nomination, with cc to nominating coaches, and relevant GST'ers for respective follow up)

Dear **first name new coach**,

We are very happy to welcome you as a coach to the Constellation!

What is next?

1. Please send us **your picture**, so we can add you to the coaches' gallery on our website <http://www.communitylifecompetence.org/en/4-coaches-gallery>. You can send your picture to Célicia Theys (célicia@communitylifecompetence.org).
2. Laurie will ensure that you get full access to all info resources on Constellation Internet page and platforms. Marie will register you on the Constellation Monthly newsletter through a new Constellation e-mail address (@communitylifecompetence.org) that Marlou will provide to you. Please ensure that you have an easy access to that new e-mail as we will mainly use it for our correspondence.
3. Rituu B. Nanda will send you an invitation to our virtual Constellation home in the coaches group on www.aidscompetence.ning.com. Please use this forum to voice your questions, and share your experiences with other coaches.
4. Phil will send you an invitation to the Blended Learning Platform, where the CLCP is kept current. We encourage you to use the platform to update your facilitation skills. When you will be familiar with the platform, you will have the necessary skills to facilitate Triads and further spread CLCP through this virtual mean.
5. As Coach, you are expected to practice SALT on a regular basis, in your daily context or with specific communities. Please document and share these moments with the Constellation community (blogs, AER, photos, stories...) in order for us to learn from your experience. Also think through where you would like to improve your SALT practice or CLCP facilitation.
6. When relevant, the GST or another Constellation support team may contact you to be part of a working opportunity/agreement on a voluntary or paid basis. However you are also expected to scan your own environment in order to leverage such opportunity for the Constellation with new or existing partners; please refer to the GST who will provide the necessary support for negotiations and formalisation of the partnership.

Details of the benefits and commitments belonging to your new coach status can be found in the document "2016 Constellation Coach Benefit & Commitments" already discussed with your nominating coaches.

Please let me know if there is anything I can do to make your joining the Constellation as a coach a great experience.

Yours sincerely,

Laurie Khorchi, Constellation Global Support Team