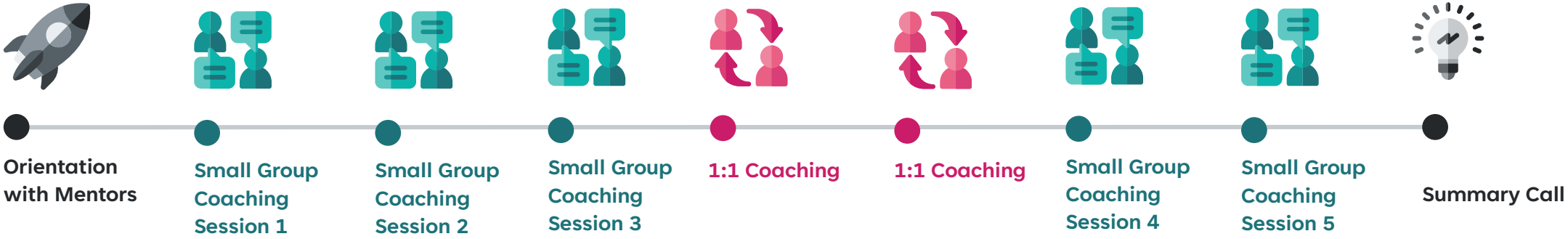
Director and Manager Nonprofit Coaching



The need

Midland Center for the Arts is mid-Michigan's landmark destination for world-class entertainment and cultural programming. Its mission is to be a regional destination where people find meaning and connection in their busy lives.

With a staff of over 60, they recently began a transformation of their leadership teams. This included enhancing the leadership skills of the executives, as they sought to grow their own skills; as well as boosting the ability of the management team to grow their teams.

Our solution

We recommended and developed a hybrid leadership journey for both cohorts that combined the group-learning of small group coaching with the personalization and anonymity of one-to-one coaching. By planning a bended journey – combining 4 Pod sessions with 2 one-to-one sessions the group gets the benefit of group think and a support network and also have the opportunity to discuss areas individually with the coach. The **Executive Team** focused on Leading Change and Engaging others, while the **Management Team's** journey focused on Accountability and Decision Making.

Impact

1 World-class Center

2 teams of leaders

100 days

The leadership coaching program they have provided to our organization is of the highest quality... [it] has helped our workplace culture and morale not only with the staff members taking part in the program but with the whole team.

- Jon Loos, President and CEO