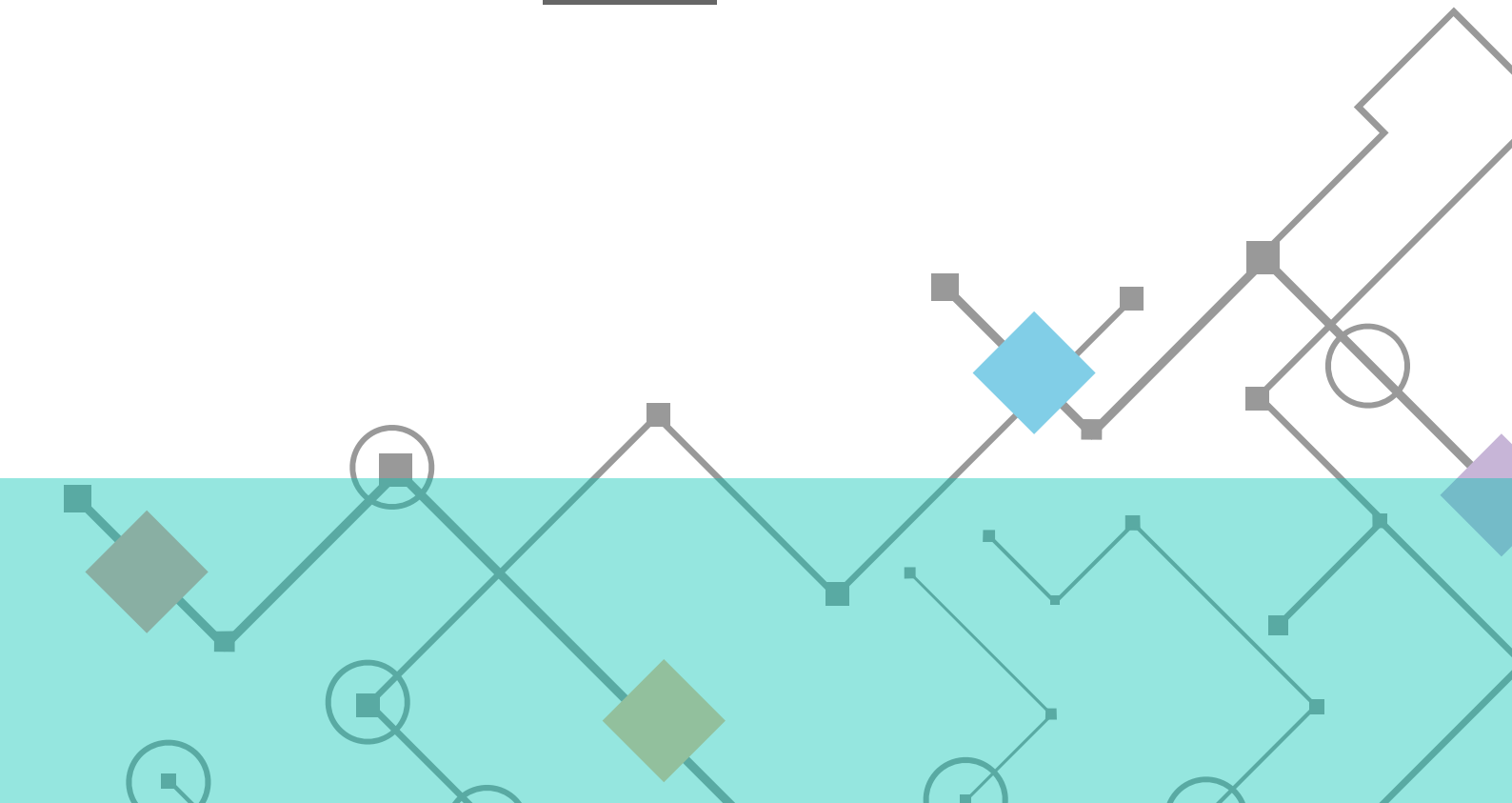




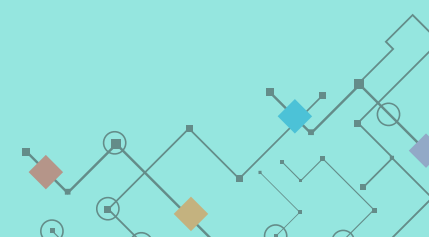
# Voice Linking and Learning Coaching Plan Nigeria


July 2023



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Coaching is at the heart of linking and learning, during the linking and learning event, we defined coaching as a structured, yet flexible process by which “coaches” are empowered to make positive changes in their internal motivation, knowledge, skills and ability. Coaching is a process that aims to improve performance and focuses on the “here and now” rather than on the distant past or future.

As part of inception activities, the Linking and Learning Facilitation (LLF) team carried out a baseline assessment to learn from the outgoing grantees. The Baseline Assessment has taught us several things which include:

- That there are perceived skill gaps that can be adequately filled within our community of Grantees.
- That we can foster partnerships by enhanced collaboration.
- That organizations can come together and mount advocacy pressure that can lead to change locally and even globally.
- That our collective knowledge should be codified as a gift to future generations.

This feedback in addition to responses from current grantees during the linking and learning 5 events, forms the crux of the proposed Voice coaching approach which is tailored to cater to the specific needs of grantee organization. A vital part of linking and learning lies in developing a coaching plan that works to aid grantee share their experience and expertise effectively in order to impact their programming endeavors and achieve desired mileage in the best interest of the rightsholder groups that they represent. To this end, the coaching process is designed to be flexible, and looks at factors in the local context including:

- Needs of the individual Coachee(s) and/or teams being coached.
- Coachee’s existing knowledge, skills and confidence in identifying, adapting and applying solutions.
- Specific complexities of the challenge, task(s) or problems at hand.
- Coaching is either Proactive or on-demand.

Grantees identified their goals, learning questions and coaching needs, all of these were harmonized and below is a breakdown of all coaching needs identified, coaches who volunteered to share their expertise on the topic, number of people/organizations that requested for each topic and proposed timelines. The coaching plan is arranged in order of the most voted topics.

Table 1: Coaching Plan

	Coaching Needs	Coaching Champions	Order of Priority	Timelines
1	Digital communication & social media	Cognito	13	August 24,2023
2	Monitoring, Evaluation and Learning / Data Visualization	Cognito	11	September 21 <sup>st</sup> 2023
3	Storytelling	Cognito	8	October 19 <sup>th</sup> 2023
4	Advocacy, lobbying & partnership	ACHA, MDF, NAYA, Cognito	8	November 16 <sup>th</sup> 2023
5	Project Management	ACHA, Kids & Teens	7	December 7 <sup>th</sup> 2023
6	Presentation skills / Communication	Kids & Teens, Cognito	7	January 26 <sup>th</sup> 2024
7	Finance Management	MDF, Voice	6	February 22 <sup>nd</sup> 2024
8	ToolKit Resource	Cognito	5	March 21 <sup>st</sup> , 2024
9	Civic / Political Education	Cognito	5	April 18 <sup>th</sup> 2024
10	Community Mobilization	NAYA, MDF	4	May 16 <sup>th</sup> 2024
11	Stakeholder Engagement	Cognito	4	June 20 <sup>th</sup> 2024
12	Technology Tools	Cognito	3	LLE
13	Team Building / Leadership	ACHA	3	LLE
14	Mapping Exercise	Cognito	3	LLE
15	Rights-based Approach	Cognito	2	LLE
16	Human centered design / Training Methodologies	COSROPIN	2	LLE
17	Developing learning agenda	Cognito	1	LLE

The timelines above are based on the number of demands for that topic, which is what makes it high priority, if however, there is an urgent coaching need at any point, please feel free to send an email to demand coaching or simply demand coaching through the linking and learning website and someone will get in touch with you.





## Coaching Methodology

There are two levels of coaching being proposed and they include:

1. **Structured monthly coaching:** the above coaching plans falls under the structured coaching sessions as well as linking and learning events, which is an avenue for coaching also.
2. **On-Demand Coaching:** Organizations and individuals are free to demand for any form of coaching needs that may arise in the course of their programme and we will match them with other organizations that have expertise in that area. There are the opportunity for peer-to-peer learning, which we hope to facilitate more of this year.

The guiding principle for coaching endeavours will be to look inwards to fill coaching needs by using coaching champions within Voice who are knowledgeable and willing to share to share with other grantees. It is designed to be a flexible process which encourages mutual learning and interdependency.

In line with the coaching needs, the first step would be to ascertain the preferred and/or agreed mode of coaching by the learners in terms of face-to-face, group, virtual coaching, email exchanges, chats or whatever medium convenient.

## Coaching Frequency

- As agreed during the last linking and learning event, coaching will take place 3<sup>rd</sup> week of every month.
- However, some coaching topic will require more than one session, in such cases we can fix a follow-on session and agree on a convenient time that works well with everyone.
- Some session will require hands on practical, those session and any other selected topics can be suggested to be part of the physical linking and learning event. Other topics grantees want to hear more about can also be suggested as part of linking and learning event.
- Few minutes will be apportioned for experience sharing during the webinars
- If specific people require follow-up coaching, on demand coaching can be requested.
- Grantees can also request for on-demand training on any of the above topic or beyond and we will facilitate linking with the appropriate organization or individual that can provide coaching.
- If you however reach out to another grantee to request for on-demand coaching, we will love to document those learning exchanges within voice grantees.
- We will also on periodic basis hold a pause and reflect session to reflect on our setbacks and innovation.

## Monitoring and Assessment of Coaching

These will be carried out in 2 different ways:

1. Assessment polls will be conducted after every session to get immediate feedback on coaching topics, if it met our expectation, need for follow-on discussion, timing, areas we can improve on, facilitation etc
2. In following months, we will carry quick assessment of how acquired knowledge was used, if it helps improve our programmes etc
3. We also all love stories and we will be following up with any impact stories from coaching sessions.

## Conclusion

This coaching plan is a working document and will be adjusted as we learn how to do this better. Suggestions are welcome on the topic schedule.

