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## MCFG Salon Series and Leadership Coaching

### MCFG SALON SERIES

As part of our firm's on-going effort to support social change and healthy communities, identify needs and growth opportunities, and create action steps with the nonprofit community, the MCFG Salon Series is intended to bring together nonprofit professionals for peer-to-peer support on common nonprofit issues. With facilitation from MCFG and friends, the series also provides a space for you to bring your full, authentic self to conversations on industry and societal topics not being talked about in a real way elsewhere. Through peer-to-peer learning, sharing of best practices, and facilitated discussions, participants will explore:

- Coping with the stress and strain of being a leader in a nonprofit
- Finding your role in the ten organizational capacities
- Cultivating leadership development—for yourself, and among your staff
- Determining when to lead, when to collaborate, when to delegate, when to let go
- Practicing work/life balance and creating a healthy work culture for you and your organization
- Navigating board/staff roles and responsibilities

Each series is designed for specific nonprofit roles. Laura McAlpine, Principal, facilitates Salon Series for CEO/Executive Directors and Deputy Directors. Mac Grambauer, Managing Partner, facilitates the Series for Mid-level Managers. Each of the five sessions of the Series takes place from 4:30-8:00pm at the McAlpine Consulting for Growth offices and includes dinner and drinks.

We provide an atmosphere conducive to innovative thought, a safe space for brave conversation, humor to keep things in perspective, and room to stretch—physically and mentally. To allow for individual attention, space is limited to eight participants. Each group is made up of people doing the same job, but in different organizations, who come together to learn and share on topics that affect us all.

## SERIES CURRICULUM

**Session 1:** We discuss leadership development, personal mission, and wellness. Participants bring a specific organizational problem that they would like to share and address throughout the five sessions.

**Session 2:** We explore new techniques to address organizational problems and build a healthy organizational culture, while getting off the hamster wheel and making space to choose your path. You strive to make life better for your key audiences—this is the time to make your life better/saner/more coherent while being in leadership at an important organization.

**Session 3: The intermission:** Each participant has the opportunity during the session to choose an activity for personal rejuvenation, led by an external expert—massage; yoga; painting; writing; cooking; meditation. In addition, consulting will be provided on the specific organizational problem introduced in the first session.

**Session 4:** We take a deeper dive into leadership and building a healthy organizational culture, with a focus on the best approach to navigate board, CEO, and staff roles and responsibilities. The demands on leadership, finding your place in your particular position, managing staff, juggling overwhelming job responsibilities, and time management obstacles require creative attention and a disciplined approach to self-care.

**Session 5:** We explore strategic planning for yourself as a leader in your organization, considering whether this is career mapping for you or how best to implement strategic thinking at your organization. The group will address the question—“Where do we go from here?” Opportunities for on-going sessions with the existing cohort will also be discussed.

*Peer sharing, facilitated discussion, and intermission activities for health and wellness will be incorporated into every session. Participants will be given specific activities to continue learning between sessions.*

## LEADERSHIP COACHING

Executive/Leadership coaching is a one-on-one leader development process designed to be results oriented, focusing on the leader's talents and strengths while supporting their ability to achieve defined goals. The Coach/Leader relationship is a partnership which operates in a confidential environment where there is freedom to be vulnerable, explore and question blind spots, imagine possibilities, consider options, take action, learn and change. Through coaching, engaging and creative conversations inspire and challenge a leader to maximize their/her/his personal and professional potential.

As long as you're motivated to make a change and want to try it, effective coaching supports a process of examining mindsets and behaviors and making appropriate changes or creating a new course of action. Often clients report that they feel "stuck" around a certain topic or issue. It's important to know that coaching will only work if you, as the client, are motivated and ready to take the steps toward some change that is important to you. You will be successful if you are open and receptive to feedback and prepared to do the work that it takes to change and adapt behaviors.

We believe that coaching is not only for those at the top of the organization but can be of benefit to those in deputy and mid-level management roles as well. For those who want to take steps to feel more satisfaction in their role, enhance their interpersonal skills to improve working relationships, or explore ideas and behaviors that can add value to their desired career trajectory, coaching can be useful. To get the most out of a coaching relationship, the person coached needs to enter the process with a "growth mindset," believing that they/she/he can learn, grow and change.

### What about my team?

Coaching isn't just for individuals! While individual coaching can be beneficial for executives and managers for a range of organizational needs; small group coaching sessions can also be designed for you and your team. Long and short term coaching options are available to support you and your staff, and we also offer training on supervision and staff evaluation for new and experienced supervisors.

MCFG is available to advance the impact of your organization through a range of coaching services that will promote leadership and staff development, effective teamwork, communication, and trust. We will schedule a conversation with you to understand your specific coaching needs - the 'what and why' for coaching. Contact us at [mac@lmc Alpine.com](mailto:mac@lmc Alpine.com) or 773-728-0271.

### *Pricing*

Pricing for financial management varies based on the scope of work. Pricing is based on standard consulting fees of \$250/hr for Jeannie Cella; \$225/hr for Laura McAlpine; \$200/hr for Mac Grambauer; \$100 Project Associate. There is a 10% discount for projects lasting six months or more. Please contact us directly at [mac@lmc Alpine.com](mailto:mac@lmc Alpine.com) or 773-728-0271 for more details.

### *References*

MCFG has provided Salon Series and/or coaching services to employees of AIDS Foundation of Chicago, Cremation Association of North America, Esperanza Health Centers, Growing Home, New Moms, Public Health Institute of Metropolitan Chicago, PrimeCare Health, Snow City Arts, and Thousand Waves, among others. For more info, please visit our website, [www.lmc Alpine.com](http://www.lmc Alpine.com).