

Capacity Coaching Program Overview

Coaching Opportunity

The Iowa Department of Health and Human Services (Iowa HHS) is committed to the enhancement of Iowa's Behavioral Health workforce which means investing in behavioral health professionals. For over a decade, the Capacity Coaching Program has served specific prevention grants and now is being offered to all Iowa HHS funded prevention contractors and now is being offered across the behavioral health continuum. Any Iowa HHS Division of Behavioral Health contractor can access Capacity Coaching services. Additional time for coaching does not need to be budgeted for these services. Coaching services are available as capacity permits.

Coaching Topics

Session topics are driven by the contractor's needs. The common session topics include, but are not limited to:

- Brainstorming ways to support teams and systems
- Expanding knowledge in areas of personal development
- Seeking resources related to personal growth
- Developing personal or professional goals
- Discussing challenges and brainstorm solutions and challenges
- Seeking support in utilizing the Strategic Prevention Framework process

Coaching Steps

Coaching services focus on each contractor's development, growth and journey. Coaching will be offered a minimum of six sessions. There is limited capacity for coaching so applicants should take time to reflect on their individual needs and come to coaching prepared to work toward their goals.

Each virtual coaching session will be one-hour in length and will take place via the web conferencing system. Coaching may occur weekly, bi-weekly or monthly. The option of group coaching (for a behavioral health team) is available. No face-to-face sessions will take place. Coaches will not meet with coalitions or other stakeholders.

In order to receive coaching, each individual should fill out the Coaching Application which provides contractor contract information, details on why coaching is being requested as well as agreement to coaching terms (noted below in the Coaching Agreement section). Once all requested coaching sessions have been completed, a Coaching Service Completion Survey will be emailed to the contractor. Data collected will help strengthen the Capacity Coach Program.

Coaching Agreements

In order to most effectively participate in coaching services, the following items must first be agreed upon by the coachee which includes the coachee's agency or organization, supervisor, team or individual being coached. These agreements are noted in the Coaching Application:

- Obtain support from coachee sponsor agency or organization
- Understand that coaching is not counseling, project-specific training or technical assistance
- Understand that some information discussed with the Coach, particularly as it relates to local successes and challenges, may be relayed to Iowa HHS. Coaches work on behalf of Iowa HHS.
- Understand that coaching is not to replace supervisor oversight and agency management
- Adhere to the following processes during coaching sessions:
 - Use web conferencing system
 - Use a web camera during sessions
 - Ensure a distraction-free time and location
- Respect the time of the Coach by providing a 24 hour notice via e-mail to cancel a session

Questions?

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