



Health and  
Human Services

# Iowa's Capacity Coaching System

The Division of Behavioral Health at the Iowa Department of Health and Human Services (HHS) recognizes the challenges facing the prevention workforce. In order to better support prevention professionals, the Division established the Capacity Coaching Program to offer coaching services. In 2010, this program was developed through the Strategic Prevention Framework State Incentive Grant (SPF SIG) funded by the Substance Abuse and Mental Health Services Administration (SAMHSA). The Iowa HHS Capacity Coaching Program has served specific prevention grants and now is being offered to all Iowa HHS funded prevention contractors.



## Coaching is...

Coaching focuses on goal-oriented, solution-focused processes to help identify solutions, address road blocks, delineate goals and identify ways to achieve those goals. Professional coaching helps individuals tap into their potential, unlocking sources of creativity and productivity.

Iowa HHS's Capacity Coaching Program aligns with the guidelines and code of ethics of the International Coach Federation (ICF). The ICF is the leading global organization dedicated to advancing the coaching profession by setting high standards, providing internationally recognized independent certification and building a worldwide network of trained coaching professionals.

**Coaching helps individuals build on current skills. It allows individuals to engage in productive collaborative relationships.**

## What to Expect

Coaches discuss challenges, brainstorm solutions and develop personal or professional goals. Coaches will provide one-on-one virtual sessions to explore goals and actions, and provide resources to explore growth areas.

**Coaching has been shown to boost confidence, improve work performance, and build effective communication skills.**



**I love having a capacity coach. It has been helpful to discuss concerns and get ideas for problem solving this quarter. Having a capacity coach really helps with the planning and elevation steps of the Strategic Prevention Framework process."**

*—Local Program Coordinator*



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## Benefits

Coaching helps individuals build upon current skills and identify developmental needs. Coaching allows individuals to engage in a collaborative relationship that bolsters their abilities and self-confidence. Coaching fosters a relationship that explores an individual's ability to be resourceful, use creative thinking and be more effective. This process deepens the learning and focuses on forward action.



**It was great to have someone else to bounce ideas off of, problem-solve, think through alternative scenarios and bigger picture items with."**

**–Agency Supervisor**

### INDIVIDUAL BENEFITS



- + Ability to develop clear goals and objectives
- + Increased motivation and commitment
- + Grow leadership skills

### AGENCY BENEFITS



- + Decreased staff turnover
- + Development of internal capacity to assume greater responsibility
- + Improved accountability, alignment and service quality

### COACHING CLIENT FEEDBACK



- + Coaching provides an outlet for supervisors/managers
- + Coaching provides the space necessary to create personal and professional goals and an aligned development plan
- + Coaching resources allow for continued growth



**I think coaches really broadened the coordinators' perspectives. For some coordinators, their coaches were their main go-to person, so the support was necessary and appreciated. I think that gives coordinators more confidence when taking things to the coalition."**

**– Local Program Coordinator who worked with a coach commenting on changes seen in her colleagues as a result of coaching.**



## Have a question?

To learn more please contact:

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