

Hiring & Onboarding Coaches: Building The Team

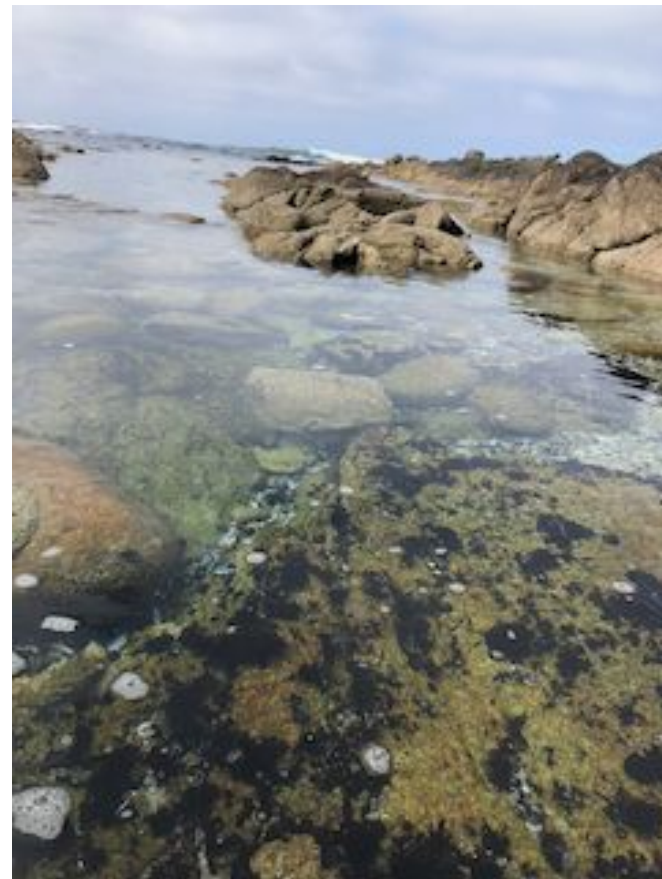
Centering Human Beings in the Process

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CoachingKapwa Sports Relational Consultants



Our journey together today

1. Intro to CoachingKapwa's holistic approach to sports program management
2. Opening Activity: Identifying & Releasing Stress - let's practice mindfulness
3. Grounding Activity: Scope & Aim of our time together - reflection
4. Exploring pathways to approaching culture building - contemplation
5. Reviewing & celebrating emerging intentions
6. Closure huddle



Exactly what are we doing here?



Opening Activity: Identifying your hiring and onboarding stresses & needs

- What are your stresses?
- What feelings are connected to those stresses?
- Why are you here amongst us?

Grounding Meditation & Permissions

We are here because we **believe** in the power of educational sports

We are here in the **spirit of sharing** and abundance that promotes sports joy for everyone

We want to learn **how to create, transmit, and replicate** those feelings of joy & wellness

When we can do ^ we will hire & retain people who will bear the culture with purpose & love



Building The Team to Build The Team: Identifying Process

How did YOU experience the hiring process in your organization?

What influence and power do you hold in **how** your organization hires in the athletics department? Is that ok with you?

Who are the decision makers?

***Kapwa Recommendation: Identify directional approach
to the hiring process***

Building The Team to Build The Team: Group Convenings

Identify people via talents & gifts

- Culture gatekeepers
- Storytellers
- **Process interrogators & Circle Keepers**
- Technical practitioners
- Culture interpreters
- Culture teammates



Kapwa Recommendation:

Utilize a process management tool like MOCHA, DARCI, MARCI

The ONBOARDING PROCESS: A coach's care package

Intentional integration into the school communities



Kapwa recommendation:
Schedule the onboarding
process in two pathways:

- *Technical job duties

- *Integration & building feelings
of belonging

BELONGING or FITTING IN?



Elements of Belonging in the
workplace

SEEN

CONNECTED

SUPPORTED

PROUD

[SELF ASSESSMENT SURVEY](#)

IDENTIFY 1 INTENTION & 1 ACTION



How do you & your community want to **BE** with each other in the building of the coaching department?

Identify 1 or 2 initial questions to ask others in your department or school

**Gratitude for y'all ~
Grace for us ~
Gifts in community ~**

KAPWA

A Filipino language term which
embodies a worldview of
interconnectedness to beings &
expressed as the unity of the self and
others; Kapwa is recognition of
shared identity
I Am You & You Are Me



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PRACTICE
=
MOVEMENTS

COACHING
KAPWA
VALUES

WINNING
=
FREEDOM

DOMINANCE
=
ALIGNMENT

LOYALTY
=
RECIPROCITY

CHAMPIONSHIPS
=
SHARING