



In this time of added stress, NYS OVS is offering increased access to our TTAR leadership coaches/consultants, Jenny Amstutz and Alan Krieger. They will be available for individual and small group coaching open to all VAP agency leaders without having to submit a proposal.

In the coaching sessions, you are welcome to discuss a wide range of leadership challenges, especially as relates to leading remotely. There is no charge to you or your agency for this service. Group sessions will give you an opportunity to connect with your peers at other victim assistance programs, and will last an hour. Groups are limited to 6 participants at any time in order to maximize interaction. Individual coaching will initially be for 30 minutes with additional sessions scheduled as you and your coach think best.

Alan and Jenny have posted their availability at <https://calendly.com/ovs-ttarp> and you can sign up for any time slot that is convenient.

#### **Individual Coaching:**

We have all quickly changed the way we work, and as a result you may be struggling with new leadership and management challenges. Existing challenges might also be magnified in this new environment. If you are feeling overwhelmed (and even if you aren't), coaches can provide an independent "ear" and perspective on the issues that you may be facing, and can provide support, bring expertise, present new strategies, , and facilitate realistic problem solving. Coaching can be done by video conference (Zoom or WebEx) or by phone, and generally lasts 30 to 45 minutes. Issues discussed are up to you, but might include: supervising remote staff, balancing time management, building a strong work team remotely or holding staff accountable. All coaching conversations are strictly confidential.

#### **Small Group Coaching:**

Peer support and peer wisdom are powerful resources. Group coaching helps you access this with agency/program leaders you may not yet know. It provides an opportunity for a small group to share challenges and successes and learn from each other as well as from a skilled leadership coach who will facilitate the discussion and add ideas as needed. It is hoped that this may grow into a peer support network as you find others with similar challenges and helpful perspectives. These discussions will be strictly confidential and all participants must agree to adhere to this, agreeing not to share anyone else's information or situation. You may join a single session or attend multiple sessions with the same or different groups. Groups initially will be randomly assigned by when you schedule your first session.