



MetroVoice Youth Entrepreneurs Program, Inc.
Memorandum of Understanding

This is a coaching agreement between MYEP-I and (Youth) _____.

Coaching agreement

Permission

I, _____, choose to work in a collaborative coaching relationship for the purpose of pursuing and accomplishing specific goals and a desired outcome. I therefore, choose to be contributed to and be coached in the areas I want growth within:

- a. Economic & Entrepreneurship
- b. Health & Wellness
- c. Political & Community Engagement
- d. Internalization & Transformation

What Are Professional Leader .. Coach Ethics?

Mark Twain said, "Always do what is right: This will gratify Some people and astonish the rest."

So, in our approach to *Leader-Coaching*, we intend to *astonish* by advocating raising the bar for organizational leaders by encouraging them to "take on" and live a principle centered and ethically derived approach to coaching their people.

When discussing our 'principle- centered and ethically based approach to leadership, we again return to these core principles as a context for understanding our particular approach to grounding *who you are* and *what your purpose* (Factor II: Identity and Purpose) in life and work is within an ethical foundation that is clear, proactive and solution-oriented.

"The Principles of Leader-Coaching"

The Principles are guided by several basic assumptions that give rise to an ethical conscience, whether that be in the role of an organizational leader or in directing the outcome of one's life. The *guiding assumptions* include the following:

Guiding Assumptions of the Principles

- Who I am as a *Leader-Coach* is a direct byproduct of what I am willing to take *responsibility* for.
- The practice of *self-responsibility* is determined by the recognition that I am ultimately accountable for my own existence, therefore responsible for producing any desired results that I choose.
- This requires a willingness to generate the causes of the effects I want, through enrolling those I lead in meaningful goals consistent with their own interests and needs .



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- I have the choice to operate with conscious and intentional awareness and am, therefore, accountable for the choices I exercise in pursuit of a desired outcome.
- Self-responsibility requires my willingness to be completely accountable for all my choices, thoughts, decisions and actions in execution of my role as a *Leader-Coach*.

The Principles of Leader-Coaching

Principle 1: Identity and Purpose

- The choice to lead from a clear and compelling Identity (Who I I am) and Purpose (What my life is for) that is a source of inspiration to those you lead by the model you exhibit in your interactions, decisions, coaching, guidance and management of the people, resources and tasks responsible for.
- This principle is generated from the core values you espouse, and the *aspirations, goals and commitments* you take responsibility for in executing your organizational vision.

Principle 2: Self-Responsibility

- The lead responsibly and "at-cause" for all aspects of your work life based on the acceptance of complete ownership of any desired result you choose to generate in your organization and within the people you lead.
- This principle is generated by approaching your daily role as a leader "choice-fully" (present to who you are and what your life is for each day) by a willingness to be accountable for your choices, thoughts, emotional reactions and actions regardless of situational circumstances.

Principle 3: Freedom of Choice

The choice to live from choices congruent and consistent with your stated identity and purpose Statements (I-P) that will be grounded in a vision made up of a desired future you are committed to generating, due to its inherent value to you and your organization.

Principle 4: Purposeful intentionality

The choice to approach your leadership role and organizational responsibilities with a high degree of intentionality, motivation and goal directed passion by being consciously aware, present and responsive to who you are and what is important to you as a leader in the pursuit of achieving desired results.

- This principle is generated by a commitment a team that shares these values, is willing to hold one another accountable for chosen outcomes and supports one another toward the completion of goals and objectives.

Principle 5: Integrous Accountability

- The choice to be your word (by doing what you say you will and not doing what you say you will not) in all matters and giving others permission to hold you accountable to your I-P Statement and intended outcomes.
- This principle is generated by being accountable to your word in all matters that you give it, embodying what you say with consistent behaviors that demonstrate to those you lead a congruency between word and deed.



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Taken together and adopted as a leadership philosophy and methodology, the *Guiding Assumption and The Principles of Leader-Coaching* provide the *Leader-Coach* with practical and hands-on ideas that you can begin using on your next interaction within your organization.

Here is a summary of what the Principles and the *Leader-Coach* methodology allows for you to accomplish in your role as an organizational leader, they allow you to have a language and a structure for addressing such issues as:

- Personal values, beliefs and governing moral principles that guide behavior.
 - Personal ethics regarding what is right and wrong and the value-based rationale behind such convictions.
 - Personal and professional identity and purpose that give rise to a vision and direction for one's actions.
 - Personal motivation and meaning allowing people to identify what important to them and why it is so.
 - Interpersonal expectations and allowances around accountability and contribution to the personal and professional development of those you lead.
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The coaching Dialogue and The Five Factor Leader-Coach Approach

Factor I: Buy-In/Enrollment

The possibility I am enrolling myself into by participating in coaching is: Effectiveness in my leadership leading to results, personal satisfaction and fun. My STAND in the matter of my work life is: (I will be an effective leader who is visible, inspiring to others and influential to my team.)

Factor II: Identity-Purpose

Identity Statement: (I am who I say that I am and who I am is ... (Passion driven by a commitment to positively influence all those I lead. The roles I choose to be in support of this are to be a manager, coach and teacher.) *Purpose Statement:* (The purpose of my life work is to enhance life through quality production of a product that allows people and communities to prosper.)

Factor III: Choice

The goals I choose to work with my coach on are:

1. *To increase my capacity to communicate with a wide range of people.*
2. *To improve my knowledge base for prosper living.*
3. *To design and implement a marketing and promotion strategy for my internal and external existence.*

Factor IV: Commitment



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I choose to live from the following commitments:

1. *I am committed to asking for support whenever I know I can benefit from it.*
2. *I am committed to using feedback without resorting to defensiveness.*
3. *I am committed to saying directly what I see in respectful ways.*

Factor V: Accountability

I am willing to be accountable for the following specific results:

1. *The design and implementation of a new life plan (my Winning Life Game Plan).*

Specific Steps to Accomplish:

To Be Completed By: living document

- a) Develop habits of healthy living
- b) Acquiring the entrepreneurial spirit
- c) Giving back through community services
- d) Learn from the industry leaders on personal development and leadership
- e) How to filter the noise of the day to stay focus
- f) Develop a system of success

2. *To establish daily habits that integrates internal thoughts with my behavior. (My Framework for Success)*

Specific Steps to Accomplish:

To Be Completed By: 4 months

- a) Ensure awareness and engagement in nutrition and exercise for health and wellness
- b) Enhance youth self-esteem through public speaking, presentation and sales
- c) Increase youth awareness and engagement in personal financing and long-term estate planning
- d) Develop a life mission and 5-10-15 year plan
- e) Acquire the skills for effective thinking
- f) Be open and receptive to quality information
- g) Create a strategic alliance with role models & mentors
- h) Become aware, understand, examine and participate in the socio-economic and community issues of concern

Larry E. Holeman

(Youth) _____

Signature

Date

Signature

Date