



The DHS Leader Development Program – Coaching Collaborative & Talent Bank

Coaching Collaborative

The DHS Coaching Collaborative is a community of practice led by the DHS Leader Development Program (LDP) that invests in and supports the practice and contributions of coaching across DHS. The Collaborative brings together those committed to coaching from many components, and offers resources to increase their ability to demonstrate the collective impact of coaching on organizational and individual performance, including through a dedicated web-page that is accessible across the Department.

The Coaching Collaborative hosts quarterly coaching in-services for its members that are facilitated by both internal coaches and coaches from across the federal government alike. These quarterly coaching events are opportunities for participants to share best practices, highlight new developments in the field of coaching, and engage in discussions around coaching issues.

Additionally, the LDP coordinates the DHS-wide application and selection process for intake into OPM's Federal Internal Coach Training Program and serves as a liaison between DHS coaches, employees and OPM.

Coaching Talent Bank

DHS Coaching Collaborative offers a department-wide [Coaching Talent Bank](#) comprised of internal DHS coaches willing to 'give back' to the department through providing coaching services. Through this vehicle, DHS employees can request and directly connect with a coach for their individual and/or program needs.

Benefits of the DHS Coaching Talent Bank:

- An individual or team may choose to work with a coach for various reasons, including but not limited to the following:
 - A gap exists between knowledge, skills, resources, or confidence;
 - A lack of clarity with choices to be made;
 - Unattainable success; stagnant progress; and
 - Core strengths need to be identified, along with how best to leverage them

Connecting with a Talent Bank Coach:

Through accessing the [DHS Coaching Collaborative](#) webpage, prospective clients can click on the link to the 'Coaching Talent Bank' to connect with a DHS coach. Clients then select a coach's name to view the coach's biography/profile. Finally, once the client has identified a coach, he/she then reaches out to that coach directly to further discuss their experience and availability.

Becoming a Talent Bank Coach:

Certified coaches who have successfully or are in the process of completing a certified coaching program can be added to the Coaching Talent Bank. Interested coaches should send an email to CoachingCollaborative@hq.dhs.gov with 'Add Me to the Coaching Talent Bank' in the subject line.

Coaches and clients alike interested in the government-wide cadre, contact the Coast Guard [Coaching Action Officer](#) at 202-475-5520 or Darlene.M.Murphy@uscg.mil for more information about the Federal Coaching Network (FCN).