



TERMS OF REFERENCE LEADERSHIP COACH CONSULTANCY

Duration: Short Term Consultancy

Place of Work: In-person meetings in Kampala

Introduction:

Chapter Four is an independent not-for-profit non-partisan organization dedicated to the protection of civil liberties and promotion of human rights for all in Uganda. Established in 2013, Chapter Four provides bold and innovative legal response through representation, litigation and counsel to the most vulnerable and discriminated sections of society. In a context where a number of CSOs are afraid to speak out on human rights violations, Chapter Four stands out as a bold organization, that is consistent in its defence of human rights, calling out inequalities and offering leadership in complex political situations/negotiations to ensure protection of human rights defenders.

However, a recent organization capacity assessment of Chapter Four¹ found that it is necessary to continuously improve the leadership's organizational capacity to position itself for sustainability and continued success. As part of building organizational leadership capacity, Chapter Four seeks the services of a leadership coach to the organisation's leadership.

Objectives

1. To support a clear articulation of leadership development goals and targets for the transition.
2. To facilitate and support reflection and introspection on key leadership decisions and actions to foster effective growth of Chapter Four.

Expected Outcomes include:

- Enhanced self-awareness i.e., Understanding myself, my patterns and my behaviours better – and how these are relevant and determine my influence and impact as a leader.
- Increased awareness of Personal Attitude and Practices – working with others. - Understanding the key tools, processes and practices necessary for me to be proficient at in order to be effective as a leader and manager.
- Articulate purpose, goals and commitment to on-going learning -reviewing, reframing and articulating my aims and goals as a leader.
- Identifying the personal strategies, practices and priorities needed to achieve these goals.

¹ Akijul (Enabling Change, Chapter Four Organisation Capacity Assessment Report, January 2020)

Required Competencies of Coach

Ability to;

- Adhere to ethical guidelines and professional standards.
- Establish trust and intimacy with the client.
- Demonstrate coaching presence.
- Listen actively.
- Deliver powerful questions.
- Communicate directly.
- Create awareness.
- Design actions.
- Manage progress and accountability.

Expected Outputs

1. Coaching plans.
2. Regular coaching sessions.
3. Final reflection notes for each leader.

If you meet the above competencies, Chapter Four Uganda invites you to submit a one-page Expression of Interest (EoI) by email to info@chapterfouruganda.org or hand deliver to our offices at Plot 2 Wampewo Close, Kololo not later than December 14, 2020. Please ensure your EoI contains both the Technical and Financial proposals.