

Steven D. Reece

From: Jay Osborn <jay.osborn@gmail.com>
Sent: Tuesday, February 5, 2019 07:48
To: Steven D. Reece
Cc: Marla O Osborn
Subject: feedback: coaching/mentoring

Hi, Steven--

Here's a draft text in support of your coaching/mentoring effectiveness from my point of view; Marla will send her text separately. If any of this is not helpful for your effort, just let me know and I can adjust things. This is not a difficult task for us; it's easy to be honest. :)

Kind regards,
Jay

Since my first chance meeting with Steven in 2014, and then in planned working encounters every year since then, Steven has guided me in my work in order to help me better develop goals for my organization and be more effective in achieving them. Steven has mentored me through advice and example (both words and deeds) to support my practical and personal development. The scope of his guidance has ranged wide: forward planning for management of people-centered projects; integrating work on the ground with education opportunities and community relations; matching people to tools and to tasks in day labor, administration, and communication; and on-the-job problem solving and adapting. His tailored advice and knowledge in each of these skills has enabled me to better understand volunteers' motivations, set expectations for my organization and myself, anticipate and respond to difficulties, and regularly review project direction for both short-term steering and long-term opportunities.

Steven's instruction and demonstration has had a multiplying effect, as well. The NGO my wife and I run joins hands with several volunteer organizations to pursue overlapping goals in our region of western Ukraine; working with Steven has helped me to study those other organizations, their methods, and their projects, in order to make important contributions and amplify their capabilities for the benefit of all of us working here. Together we are engaging and inspiring volunteers more frequently and more effectively, a trend I expect will continue this year and beyond. Steven's perspective and advice endures; now when I encounter project needs or situations in which I don't immediately know what to do, I can ask myself, "What would Steven do?"
