



Greenhouse E3



E3+ Coaching Program

For CEOs, by CEOs

Who We Are

Greenhouse E3 is a national nonprofit that supports & develops CEOs for the Charter Management Organization (CMO) sector.

Greenhouse E3 was founded by current & former CMO CEOs who saw two long-standing & unmet needs in the sector: CEOs who are more racially representative of the students they serve & support and development for new CEOs, especially during their first few years.

Partnering with local organizations, CMOs, CEOs & philanthropy, Greenhouse E3 is replicating a proven program across the country. Through our work, the sector will have the leadership necessary to ensure the continued stability, performance & growth of CMOs, which currently serve over 3.7 million students across the country.

E3+ Coaching Program



Target Audience

New or transitioning CEOs of CMOs, including named successors.



Deliberate Matching Process

We have a national pool of coaches who are former CMO CEOs with extensive experience in the seat. Leaders are matched with a CEO based on their specific organizational needs, geography, and/or demographics, & the skills or direct experience of the CEO coach.



Virtual Coaching

Coachees are given extensive flexibility in how they would like to use & schedule their time with their coach.



Site Visits

Coachees receive in-person full-day site visits, where they can flexibly deploy their coach to meet their needs, from observing their daily interaction with key players, or participating in a strategic consultancy.

EXPAND YOUR IMPACT

Apply to our national coaching program for new or transitioning CEOs of CMOs.

www.greenhouseE3.org

About E3+ Coaching

Our executive coaches, as former CEOs/Executive Directors, walk side-by-side with leaders, leveraging their strengths, unpacking and affirming their identities, challenging their assumptions, beliefs, & patterns, developing their awareness & skills, & empowering them to lead as their full, authentic selves. With the intent to maximize their impact, our executive coaches problem solve with leaders, serve as strategic advisors to fellow leaders early in their CEO tenure, all in service of co-creating equitable systems & school communities where all adults & students can thrive.

We provide a Satisfaction Guarantee, because your success is what matters most. If the coaching relationship isn't working for any reason, we will quickly find a new coach from our national pool of coaches that better meets your needs.

A Few of Our Coaches



Veronica Conforme
Former CEO, UP
Education Network



James Willcox
Former CEO, Aspire
Public Schools



Malka Borrego
Founder & Former CEO,
Equitas Academy



Jessica Akoto
Former CEO,
KIPP Philadelphia



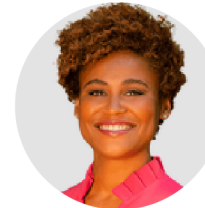
Beth Thompson
Founder & Former CEO,
KIPP Northern California



Sehba Ali
CEO, KIPP Texas



Scott Gordon
Founder & Former CEO,
Mastery Schools



Constance Jones
CEO, Noble Network
of Charter Schools

Traditional Coaching & Development

Work towards 6-month development goal, mastery & application of core skills, identify gaps areas for future growth

Strategic Advisor

Co-problem solver, guide in setting top priorities, shared experience in strategic management of board & other key players

Critical Friend & Lifeline

Lifeline & sounding board when unexpected issues arise, friend when leadership feels lonely, encouragement when things get tough



I've had executive coaches in the past & none compare to my coach. She is an incredible listener, but most importantly a great activator for me. I always leave our sessions with the confidence that we've prioritized the right actions.

- Current E3+ Coachee

...& many more

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