

Victorious Living and 3 Strands Christian Executive Coaching

A Survey of Collaboration & Results



About Victorious Living

Kristi Overton Johnson is a former World Champion Water Skier, lover of Jesus, wife, mother, author and international speaker. In 2011 she founded Victorious Living Magazine, a free magazine for the incarcerated, to deliver God's hope into the darkest places: prison. She also founded In His Wakes, an organization that hosts water-sports events teaching at-risk youth how to ski and trust their power source: God.

Website

www.victoriouslivingmagazine.com

Industry

Faith-based Non-Profit Ministry

Client History

2021 - Present

Goals and Strategy

In early 2021, Kristi knew the ministry was ready for the next stage of growth. She wanted outside guidance and facilitation to collect information about the ministry's opportunities for greater influence along with the challenges to its growth. The initial goals were to:

1. gather stakeholder feedback,
2. create a shared understanding of the ministry's "current state", and
3. facilitate the annual board meeting.

We worked together to create activities and materials for both sessions. During the board meeting, we processed the feedback and helped the board make decisions about their future direction.

As the sole senior executive, Kristi also desired to have a collaborative partner who would serve as a sounding board and assist in advancing her leadership skills.

- **Executive Coaching**
- **Board of Directors Governance**
- **Organizational Development**
- **Interpersonal Communications**
- **Strategic Planning**
- **Continuity & Succession**
- **Policy Development**

Results

The initial stakeholder feedback workshop provided meaningful insights. The event led to a year-long collaboration with the board to create new processes, templates, documentation, and in-context training for more effective governance.

The board also authorized regular, ongoing executive coaching support, through Paravelle, to assist in accomplishing Kristi's leadership development goals. The blend of executive coaching and consultative collaboration has reduced stress and increased overall satisfaction on the ministry team and within the board of directors.

"You've changed my life...helped me understand the importance of leading well, challenged me to reach my highest potential, and equipped me with tools I need. Our ministry is impacting more lives!"

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Coaching Services

Executive Coaching is the primary work we do together. We meet on a regular schedule and follow a structured, client-led agenda. The effort is underpinned by a version of the GROW (Goal, Reality, Options, Way forward) model of coaching. Where appropriate, we alternate between the coaching model and a consultative approach. This leads to a deeper discovery process, increased clarity, and higher quality options to explore.

Kristi identifies "gaps" as she works strategically with the ministry's board of directors and operationally with her team across all areas. These gaps are areas in which confidential coaching support and collaborative insight will provide the greatest value to her ongoing leadership development. She prioritizes the gaps and they become the core focus for the time we spend together in our regularly scheduled meetings.

During coaching sessions, we explore opportunities and challenges across a wide number of areas including:

- Executive and personal mindset
- Team leadership and effective management
- Organizational structure and culture creation
- Biblical integration with internal processes and industry best practices
- Ministry continuity and succession planning

In the process, Kristi discovers new ideas and approaches. Coaching accelerates this discovery process. The coach has Kristi's agreement to use a combination of deep listening, reflection, strong questions, respectful challenges, and service-minded accountability.

After a coaching session, Kristi moves forward with added confidence. As she does, she has access to her coach on an as-needed basis - especially if things don't go as expected.

Advisory Services

While most results come through Kristi's leadership discoveries, we have also collaborated on separate projects for the ministry. These include more prescriptive consultation in these areas:

- Board recruitment, management, structure, and process
- Strategic planning and tactical KPI development
- Effective job design and handbook development
- Policy, procedure, and job aid modeling

All advisory services are scoped separately from coaching. They are all characterized by the same faith-driven approach to Biblical integration. We collaborate to align each area with the ministry's core purpose, mission, and values.

About Paravelle

"**velle**" is latin for to want and "**para**" is greek for alongside.

Paravelle is for growth-minded founders and executives who want someone to walk with them in order to avoid the bad outcomes that come with being lonely at the top.

3 Strands Christian Executive Coaching provides an overtly Biblical coaching foundation for supporting faith-driven leaders.