Are you ready to be a coach?

Whatever your professional background, you will be able to coach if you:

- Listen with empathy
- Support insight and self awareness through reflection
- Challenge assumptions and limiting self-beliefs
- Provide a confidential and safe environment for individuals
- Provide reflective and objective assessments with clarity to individuals
- Encourage individuals to overcome obstacles and to take action

Being a coach on the scheme allows you to formally recognise this highly desirable skill set both in your current role and on your CV.

All of our Coaches have access to regular skills development workshops (CPD events) and on-line resources via the TVWLA website.

To become a coach you need to join us at one of our Certified Coaching programmes.

Ideally this programme will have been identified through your personal development plan and have been discussed with your line manager.

Follow this link for more information: www.tvwleadershipacademy.nhs.uk

Do I need a coach or a mentor?

This information will help you decide what kind of support you need.*

**Coaching**

- Relationship has a set duration
- Structured with regular scheduled meetings
- Short-term and focused on specific development areas/issues or goals at work
- A coach does not need direct experience of their client's job, unless the coaching is skills-focused

**Mentoring**

- An ongoing longer term relationship
- A mentor can offer experience and expertise
- Focus is on long-term career and personal development
- Agenda is set by the mentee and takes a broader view of the person

If you decide that what you are really looking for is a mentor, then register at:

http://mentoringregister.tvwleadershipacademy.nhs.uk/

If you have any other queries about coaching or would like to train to be a coach, email us at:

coaching@tvwleadershipacademy.nhs.uk

*Adapted from Coaching, Mentoring and Organizational Consultancy - Supervision and Development by Peter Hawkins and Nick Smith, 2006.
Coaching

Supporting you on a journey of self-discovery

Coaching is an extremely effective form of personal development that helps individuals move forward with a particular situation, or in their careers.

Research points out the huge personal benefits of coaching clients particularly at times of change. There is also gathering evidence to suggest that coaching leads to positive outcomes which have (or will) result in financial benefits to the NHS or quantifiable benefits to patients.*

People seek a coach because they want to improve their circumstances and achieve their goals. Often people are looking to learn new ways of thinking and approaching issues.

Common benefits people experience from coaching include:

- Better performance
- Improved sense of direction and focus
- Increased knowledge of self and self-awareness
- Enhanced ability to relate to and influence others
- Stronger motivation
- Improved performance effectiveness
- Increased resourcefulness
- More confidence

*Evaluation of Executive Coaching Skills Programme, The Institute for Employment Studies, 2010

Thames Valley and Wessex Leadership Academy Coaching Scheme

Our Coaching Scheme provides a high quality, confidential service to match coachees with appropriate and trained coaches.

The Coaching scheme provides individuals with the opportunity to spend time on a regular basis with a trained and experienced coach from within the NHS.

Looking for a coach?

To join the coaching scheme you need to be serious about managing your own development, and have well-formed reasons for wanting a coach.

Ideally, coaching should have been identified through your personal development plan and have been discussed with your line manager.

The content of a coaching session is completely confidential

Meet your match!

We are pleased to introduce our Thames Valley and Wessex Leadership Academy Coaching Scheme register. The register is available for all NHS staff within Thames Valley and Wessex who are looking for coaching support.

The online search facility can help you find a mentor who is near to you and who has the background or experience you would find helpful.

Once you have found a coach you can manage your relationship on the register through a secure login. Both Coach and coachee can track and schedule sessions, post and upload documents to share and build up a comprehensive record of each relationship.

Your coaching journey:

- Go to: http://coachingregister.tvwleadershipacademy.nhs.uk/
- “register as a coachee” so that you can be sent a username and password.
- Search for a coach against your criteria. The list of coaches will be shown with the closest matches first.
- Once you have chosen your coach you can submit a request. You can submit requests to more than one coach.
- The coach(es) will respond to offer a place, decline if they are full or ask if you would like to join a waiting list.

We recommend that the first meeting is face to face to discuss the support you are looking for. It is important that both you and your coach feel comfortable with each other and you do not have to continue with the relationship if you do not want to.

Your coach will expect you to stay committed to the coaching process. That means showing up for sessions, taking your own notes where appropriate, and keeping any agreements you make during sessions. Your line manager needs to support your application for coaching and is required to sign off your ‘public coaching goals’. The actual content of the coaching sessions is confidential.

All coaching relationships are evaluated by the coach and coachee.

http://coachingregister.tvwleadershipacademy.nhs.uk/