

Meet your match!

Our online register enables staff to search for their own coach. This service is available to members of staff from NHS organisations in Kent, Surrey and Sussex who wish to develop their leadership skills and who have been identified as individuals who would benefit from coaching.

How to apply

If you have been identified to benefit from coaching by a sponsor in your organisation (HR/L&D/Line Manager) you need to consider what you wish to gain from coaching. Once you have identified your goals and have obtained support from your line manager please register on line to get started.

Your application will be assessed by us and, if appropriate, approved. This will then allow you to search for suitable coaches by logging into the register and reading the profiles of the coaches that come up after your search. If you like the sound of them, click to send them an invitation to an initial chemistry meeting. You can invite up to 3 coaches to a chemistry meeting before deciding on one coach to continue working with.

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

The coaches on the KSS Leadership Academy's register provide their services free of charge so there is no financial barrier to getting the support you need.

What your coach will expect from you

You need to be open to the potential of coaching and be able to contribute to conversations honestly and openly.

Your coach will expect you to stay committed to the process, which means attending sessions, taking your own notes, and keeping any agreements you make during the sessions.

Queries

To find out more about coaching please visit our website, or email leadership.kss@hee.nhs.uk

Kent, Surrey and Sussex Leadership Academy

Web: www.kssleadership.nhs.uk

NHS

Leadership Academy

Kent, Surrey and Sussex

Would You Like a Coach?

Coaching in Kent, Surrey & Sussex



The Leadership Academy offers a coaching service for your area. If you would like a coach, we have a number of accredited coaches available via our Coaching and Mentoring Hub at :

<https://coachingandmentoring.kssleadership.nhs.uk>

What is Coaching?

Coaching is a thought-provoking and creative process that inspires people to maximise their personal and professional potential. There are many benefits to coaching, particularly at times of change. People might see a coach to improve their circumstances, to achieve their goal, or to learn new ways of approaching issues.

The common benefits that 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

Central to the philosophy of coaching is the belief in the potential of the person being coached – the coachee – to improve their performance and develop their own solutions.

While the coach may not be a technical expert in all aspects of the coachee's work, they must have credibility in order to build the relationship.

To guarantee this credibility, coaches on the KSS Leadership Academy register have all completed an accredited coaching skills programme and undertake regular supervision and development of their skills.

What happens during a coaching session?

A skilled coach will use a combination of questioning, listening, observation and feedback to create a conversation that is rich in insight and learning. Your coach will listen to you to find out who you are, what you think, and what your current situation is. Your coach will encourage you to overcome obstacles and take action.

Coaching usually lasts for a defined period and focuses on specific work-related skills and goals. Goals will be set at the beginning of the coaching relationship to give focus. At the end of the relationship these goals will be evaluated by the coach and the coachee.

Is coaching in confidence?

Your line manager needs to support your application for coaching, as well as give you the time and space for coaching. Coaching is based on trust and openness and the content of your sessions is confidential.

Do I need a coach or a mentor?

You may be unsure as to whether you need a coach or a mentor. The main differences between coaching and mentoring are detailed below:

Mentoring	Coaching
Ongoing relationship that can last for a long time	Relationship generally has a fixed duration
Can be more informal and meetings can take place as and when the client needs advice, guidance or support.	Generally, more structured in nature and meetings are scheduled regularly
Takes a more long-term and broader view of the person	Short-term and focused on specific development areas/ issues
Mentor is usually more experienced and qualified than the client; often a senior person in the organisation who can pass on knowledge, experience, and can open doors to otherwise out of reach opportunities	Coaching is generally not determined by the level of experience the coach has of the client's formal occupational role – rather this professional distance can help to unearth assumptions that people from the same field accept uncritically