

Coaching & Mentoring

What is Coaching



Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximise their personal and professional potential.

Recent research points out the huge personal benefits to coaching clients, particularly at times of change. People might seek a coach to improve their circumstances, to achieve their goals or to learn new ways of 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

Central to the philosophy of coaching is a belief in the potential of the person being coached – the coachee - to improve their performance and develop their own solutions. While the coach need not be a technical expert in aspects of the coachees' work, they must have credibility in order to build the relationship.

Coaches on the West Midlands Inclusive Coaching & Mentoring register have all completed an accredited coaching

What is Mentoring?

Mentoring is used specifically and separately as a form of long term tailored development for the individual which brings benefits to the organisation. The characteristics of mentoring are:

- It is essentially a supportive form of development.
- It focuses on helping an individual manage their career and improve skills.
- Personal issues can be discussed more productively unlike in coaching where the emphasis is on performance at work.
- Mentoring activities have both organisational and individual goals.

Do I need a coach or 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 set duration |
| Can be more informal and meetings can take place as and when the client needs advice, | Generally more structured in nature and meetings are scheduled regularly |
| More long-term and takes a 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 |

To access coaching or mentoring support, please visit the West Midlands Inclusive Coaching & mentoring website:

Coaching & Mentoring

<https://coachingwm.hee.nhs.uk/>

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 (usually 4-6 sessions) and focuses on specific work related skills and goals.

Goals will be agreed at the start of the coaching relationship, to give focus. At the end of the relationship, these goals will be evaluated by the coach and coachee. It is not uncommon for goals to change during coaching.

How to apply

If you have identified coaching as a possible way forward. You need to consider what you wish to gain from coaching.

Once you have identified your goals, please register with our online Coaching & mentoring tool to get started.

<https://coachingwm.hee.nhs.uk/>

Your application will be assessed by us, and if appropriate, approved. You will then receive an email from the system with your username and password. This will enable you to log onto the system and search for suitable coaches on the register in terms of their skills, location, experience etc. Any that you like the sound of you can 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 which 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 start 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 West Midlands Inclusive coaching & mentoring 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 made during the sessions.