

Coaching Within Healthcare

BETH Launch Event

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Faculty of
**Medical Leadership
and Management**

Session objectives

- Understand more about coaching and how it can be useful within Primary Care
- Hear how coaching has been used in a Primary Care context



What is coaching?

“The coach works with clients to achieve speedy, increased and sustainable effectiveness in their lives and careers through focused learning. The coach’s sole aim is to work with the client to achieve all of the client’s potential – as defined by the client.”

Jenny Rogers: Coaching Skills – A Handbook - OUP
2009



Difference between coaching and mentoring

A coach has great questions for you to answer, and a mentor has great answers to your questions...

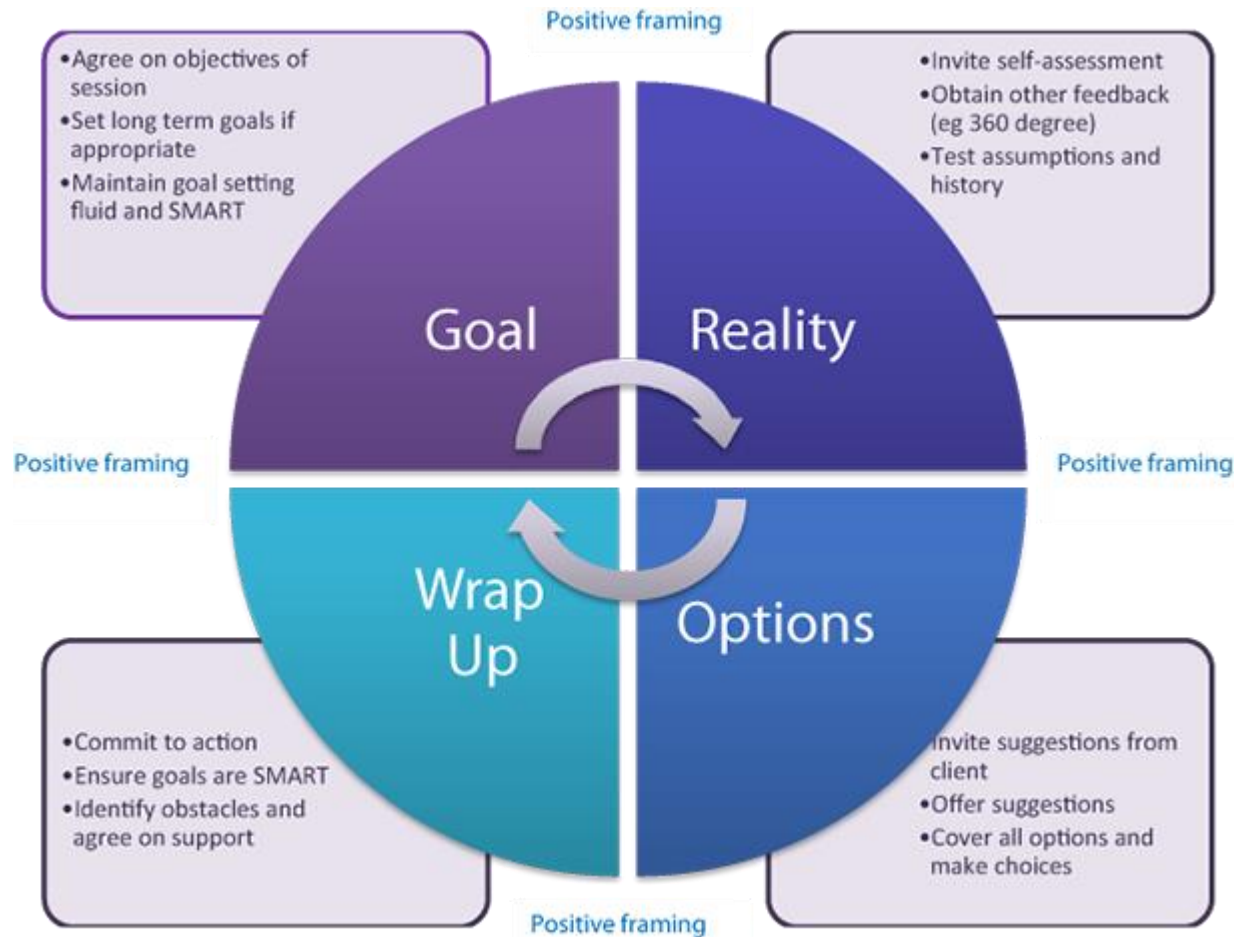


Why coaching works

- Time and space to think
- Client's own agenda
- Active listening
- Involves challenge
- Action-orientated
- Trusting relationship
- Safe space
- Client is resourceful
- Objectivity and distance of coach



The GROW model for coaching



Discussion in small groups

How could you use coaching in your role or Practice?



Primary Care coaching case studies

Where next with our Practice?

Coaching goal:

Making the Practice work for all stakeholders



'Impostor Syndrome'

Coaching goal:

Getting through a CQC inspection



Development of leadership capability

Coaching goal:

Developing myself within the Practice



Coaching case studies continued...



Stepping up to the next challenge

Coaching goal:

Moving on from being “*an excellent No2*”

Managing conflict and difficult colleague relationships

Coaching goal:

Resolving difficult relationships with key colleagues



Planning for retirement

Coaching goal:

Planning my exit from the Practice



Any questions?



Further coaching resources

<https://www.fmlm.ac.uk/programme-services/individual-support/coaching>

<https://www.fmlm.ac.uk/news-opinion/coaching-%E2%80%93-does-it-really-work>

https://eoeleadership.hee.nhs.uk/coaching_and_mentoring

<https://practicebusiness.co.uk/a-positive-presence-mentoring-and-coaching-in-general-practice/>

Reading

- Coaching Skills – a Handbook: *Jenny Rogers – OUP 2009*
- Time to Think: *Nancy Kline – Cassell 1999*
- Coaching for Performance: *J Whitmore – Nicholas Brearley 1996*



Thank you for listening!

LOS ANGELES TIMES

PEANUTS CLASSICS By Charles M. Schulz

