

East Midlands Coaching Network - A Guide for Coachees



This guide to the East Midlands Coaching Network provides an overview of how the Network works and the benefits of using coaches from the Network.

This guide also looks to explain what coaching is, and aims to help individuals decide whether they could benefit from coaching.

What is Coaching?

Coaching is about exploring the present and then moving forward. A coach will work with an individual to help you identify your goals and discover your own way of reaching them. Coaching is based on the belief that we have the answers and solutions to our own questions within ourselves; the coaching conversation helps uncover those solutions in a non-directive way.

Coaching is a confidential 1 to 1 series of conversations with a coach. It is seen as a time limited process focussing on realisation of goals.

There are 4 key elements:

- it enables individuals to find their own solutions and this develops motivation
- it unlocks unexplored potential and stretches people beyond their own expectations
- it supports performance improvement
- it supports sustainable personal change

What are the benefits of coaching?

- improved learning
- more creative ideas
- staff development
- better use of people, skills and resources
- improved performance and productivity
- improved relationships
- culture change
- increased motivation
- greater flexibility and adaptability to change
- life skills

The organisational benefits of coaching can be:

- reinforcing organisational culture and values
- employees deliver to their potential
- better communications at all levels
- greater initiative taking
- aligns personal and organisational aims, interests and values
- creates a better working atmosphere

Who is right for Coaching?

It helps to have a clear idea what you want to get out of coaching so that your coach can work with you to achieve your objectives. Coaching can be particularly useful for an individual:

- taking on new or changed responsibilities
- involved in leading staff through transformation
- looking to improve self awareness, communications, relations with colleagues, change management style

Should Line managers be involved?

Involving line managers in helping to support the individual being coached and shaping their overall goals can have advantages. It is however important that the coaching relationship provides a safe and confidential environment off-line from the workplace. An option is to involve managers in a 3-way conversation at the beginning and end of the programme.

What is the East Midlands Coaching Network?

The **East Midlands Coaching Network** is a network of coaches across the East Midlands, supported by East Midlands Councils and facilitated by an online system.

The **East Midlands Coaching Network** will help organisations build internal coaching capacity and enable people to access trained and experienced coaches from other local authorities and partner organisations to support performance, improvement and personal development at very low cost.

What are the benefits to you of using the East Midlands Coaching Network?

- It provides a choice of qualified coaches from a range of participating organisations with different skills and expertise
- Through the Network you can access resources which can help identify your coaching needs
- The Network provides the opportunity to evaluate your coaching outcomes and relationships and have these reflected back to the coach and your organisation on a confidential basis as appropriate

What do I need to do next?

Talk to the coaching champion within your organisation.

Log on to eastmidlandscachingnetwork.mye-coach.com/ to find out more.