

# East Midlands Coaching and Mentoring Network

Coach Guide



# What it is, how it works, and its potential benefits

## What is personal coaching?

Coaching is a form of learning, where a person – a coach – supports someone else – a coachee – to create learning and self-development in a way that benefits them.

Coaching is normally a conversation, or series of conversations, one person has with another. The coach intends to produce a conversation that will benefit the other person, the coachee, in a way that relates to the coachee's learning and progress. Coaching conversations might happen in many different ways, and in many different environments.

## Why do people have coaching?

People enlist the services of a coach because they want to improve their situations and achieve goals. They want to learn new ways of thinking and approaching situations, in order to get better results. Common goals might be; being more organised and effective at work; gaining confidence in certain situations; or simply relating to other people more effectively.

A coach uses a combination of questioning, listening and feedback to create a conversation rich in insight and learning. For the coachee, they will experience a focus and attention that enable them to develop a greater awareness and appreciation of their own circumstances. In addition, they'll also create new ways to resolve issues, produce better results and generally achieve their goals more easily.



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## What coaching is not?

Coaching is none of the following:

*Structured training, eg classroom learning* - Coaching follows a more flexible format, according to the coachee's objectives. Both the coachee and the coach influence the direction and content of sessions. Coaching also places real responsibility for learning on the individual and encourages learning to continue after the session.

### *A way of someone else solving your problems for you*

Coaching is based on the principle that an individual is ultimately responsible for their lives and the results they're getting. If we acknowledge that we are responsible for something, it follows that we have power and influence over it. For example, if you're not getting the results at work that you want, a coach might encourage you to:

- Understand the situation more clearly
- Develop new ideas or approaches for such situations
- Take constructive action that gets you the results you want.

What a coach will not do is instruct you to go and do something specific, or go and do it for you. If they did, the coach would be taking responsibility – and so power – away from you.

### **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

### **What you can expect from your coach**

The role of coach provides a kind of support distinct from any other. Your coach will focus solely on your situations with the kind of attention and commitment that you rarely experience elsewhere.

Your coach will listen to you, with a genuine curiosity to understand who you are, what you think and generally how you experience the world. Your coach will reflect back to you, with the kind of objective assessment that creates real clarity. During conversations, your coach will encourage you to rise to challenges, overcome obstacles and get into action.

A coaching relationship is like no other, simply because of its combination of objective detachment and commitment to the goals of the individual. Because the relationship is based on trust and openness, the contents of your discussions will be confidential.

### **What your coach will expect from you**

In return, your coach will encourage 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.

In addition, your coach needs you to be open to the potential of coaching. That means contributing to conversations honestly and openly. For example, if something isn't working, your coach needs to know. If you have concerns or problems, voice them. If you know why a problem is occurring, say so. The strength and power of coaching relates strongly to the level of openness and trust between the coach and the coachee.

### **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. Individuals from the network member authorities can access coaching support from other network member authorities on a reciprocal basis, so can access free coaching support from other local authorities (for the latest list of organisations in membership visit [here](#)).

### **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

### **What do I need to do next?**

Talk to the coaching champion within your organisation.

Visit -[eastmidlandscachingnetwork.mye-coach.com/](http://eastmidlandscachingnetwork.mye-coach.com/) to find out more.

### **Contact details**

For more information about the coaching network please contact –

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