

East Midlands Coaching Network - Guide for Coaches

Coaching has become an increasingly strong feature of organisational strategies and change programmes, our aim at East Midlands Councils is to enable and support the development of a collaborative coaching culture that helps individuals realise their potential and organisations achieve outstanding results. This guide for coaches aims to explain how the East Midlands Coaching Network works and the benefit to coaches of using the Network.

What are the benefits to the Coach?

- The Network provides a range of coaching opportunities to help build experience and skills for coaches
- Through the Network coaches can access a variety of high quality resources to aid the development of the coaching relationship
- The Network will provide networking opportunities with colleagues and peer group support and ideas
- Coaches will have access to coaching skills development sessions and network events through the Network to support their CPD. Coaches will need to commit to regularly attending a development session to maintain confidence and a quality approach

It's a great way to continue to develop your coaching skills and experience and provides a very cost effective development option in the current financial climate.

Essential Skills and abilities required for coaches

Coaches signed up to the Network should have the capability to deliver performance coaching within public sector to managers and specialist officers.

Essential skills include;

Communication skills

- Listening
- Feedback
- Corporate knowledge and organisational development theory
- Questioning
- Business development
- Management/leadership knowledge

Beliefs and Attitudes

- Belief in others
- Values diversity
- Demonstrates a broad understanding of how beliefs, values and attitudes affect behaviour
- Empathy
- Hands over to someone else when appropriate

Self

- Candidates can commit the time to coach
- Self awareness
- Integrity
- Commitment to ongoing coaching development
- Self management
- Self belief

Requirements for coaches in the Network

Coaches should;

- be able to provide 12 hours of coaching to the Network a year, which equates to providing support to two coaches over the year
- be able to travel to other public sector organisations within the Coaching Network Partnership to provide coaching
- have ILM level 5 (or higher) qualification in coaching (or equivalent)
- have secured agreement from appropriate manager in own organisation to provide coaching as agreed within Coaching Network requirements (managers signature required)
- undertake a minimum of 6 hours of CPD activities relevant to coaching per year

What do I need to do next?

If you are interested in becoming a Coach on the East Midlands Coaching Network, contact Rachael Marriott Rachael.marriott@emcouncils.gov.uk or call 01664 502 660.



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 coaching management and development 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.

The **East Midlands Coaching Network** includes access to an online coaching management system administered by East Midlands Councils. This system will facilitate the matching of coaching relationships, manage coaching activity and provide a library of resources to support the development of coaching, coachees and coaching relationships.

How will the Network work?

The East Midlands Coaching Network will facilitate the matching and brokerage of coaching across the East Midlands, increasing access to coaching.

Coaches signed up to the Network will be able to develop and maintain their profile on the East Midlands Coaching Network site.

Individuals interested in being coached, once authorised by their organisation, will be able to search through a short profile of potential coaches, including their training, experience and the geographic areas where they will coach. They can select their preferred coaches and contact will be made through the online system.

For further information about how the East Midlands Coaching Network works visit,

www.emcouncils.gov.uk/East-Midlands-Coaching-Network