



Discover what East Midlands Councils Coaching Network can do for you...

East Midlands Councils, supporting your Learning and Development needs

What does the East Midlands Coaching Network provide?

- Sharing of coaching resources across the region through a shared service, shared cost approach
- An online management tool enabling organisations to easily manage the coaching request, selection and matching process
- Access to an extensive library of resources
- Skills Development, CPD and Networking opportunities
- A service managed by EMC to support internal resource and capacity savings

What are the benefits to the Coach?

- Provide a range of coaching opportunities to help build experience and skills
- Access to a variety of high quality resources to aid the development of the coaching relationship
- Networking opportunities with colleagues and peer group support and ideas
- Access to performance improving events such as skills workshops and coaching supervision and an annual conference to support their CPD

Working collaboratively to Enhance Performance and Organisational Effectiveness

With coaching being 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.

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 participating Organisations?

- Quick and easy access to qualified coaches
- **Significant cost savings of at least £20,500 per authority far beyond the value of your annual subscription**
- A means to view and manage coaching activity to help develop a sustainable and consistent coaching culture within your organisation
- Develop relationships across the region to aid future collaboration



What are the benefits to the Coachees?

- A choice of qualified coaches from a range of participating organisations with different skills and expertise
- Ability to access resources which help identify your coaching needs
- Evaluation of coaching outcomes and relationships on a confidential basis

The East Midlands Coaching Network

The East Midlands Coaching Network will facilitate the matching and brokerage of coaching across the East Midlands, increasing access to coaching, all at a significantly reduced rate for participating organisations.

Membership of the East Midlands Coaching Network includes

- Access to high quality coaching and coaches with a range of expertise and experience
- Access to an online matching tool and an extensive library of coaching resources
 - Access to skills development sessions and an annual Coaching conference

How the Network will work

Coaching commitment

- Participating organisations contribute at least two/four* qualified** coaches per year to the Coaching Network
- Each nominated coach commits 12 coaching hours per year to the Coaching Network

*Number of coaches committed to the Network depends on organisation size.

**Coaches have to be qualified to ILM Level 5(or equivalent) or above and have maintained their CPD.

Access to Coaching

- Participating organisations can access 24/48*** hours of coaching
- Additional coaching sessions may be allocated or can be purchased at low cost

***Access to number of coaching hours depends on organisation size.

Management of coaching activity

- Participating organisations will identify a Coaching Champion who will champion the Network and Coaching and will receive updates on coaching activity on behalf of the organisation
- Coaches and their coachees will be linked via an electronic matching tool
- Coaching will be evaluated to ensure the maintenance of ethical and professional standards and an assessment of benefits and effectiveness are both met

Continuing Professional Development for Coaches

- 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
- Coaches will have access to a wide range of resources through the online coaching support tool/matching database
- An annual coaching conference will provide coaches with an opportunity to access the latest coaching techniques and enhance and develop their skills as a coach. It will also provide the opportunity to network with other colleagues and get support and ideas from the peer group

Future Development of the Network

- It is anticipated that in future other regional talent Networks will be included in the Network, e.g. mentoring.

Membership of the East Midlands Coaching Network, from 1 April 2013

EMC Councils Member Organisations	District/Borough: £495 per annum - minimum 2 trained coaches supplied to the Network County/Unitary: £995 per annum - minimum 4 trained coaches supplied to the Network
Non Member Organisations	< 1,000 employees £750 per annum - minimum 2 coaches supplied to the Network > 1,000 employees £1500 per annum - minimum 4 coaches supplied to the Network
Independent Coaches	The East Midlands Councils welcomes independent coaches to apply to join the Network. For further information on the cost contact East Midlands Councils

Annual subscription fee, subject to VAT

Contact us

For further information about the East Midlands Coaching Network and details of how to join please contact Lisa Butterfill or Rachael Marriott,
Lisa.butterfill@emcouncils.gov.uk or Rachael.marriott@emcouncils.gov.uk

