

Workshop:

Creating a Coaching Culture – Collaboratively!

Brief overview

This interactive workshop provides an opportunity to hear how Surrey and Sussex ICS have brought alive their vision of creating a coaching culture through a collaborative and sustainable approach to foundational coaching to support the longer-term talent management agenda

Session objectives

Join our workshop to learn how our Sussex and Surrey ICS's started out with a shared vision to create a coaching culture and how our collaborative partnership has gone from strength to strength.

We will share with you how our combination of passion and hope, together with perseverance and tenacity has enabled us to maintain momentum throughout COVID and deliver across our borders, support a sustainable network of home-grown coaches and continue to gain impact through advocacy and ambassadorship.

Learning Outcomes - how channelling the passion for coaching can create sustainability and enable confidence in influencing key stakeholders.

We hope that in sharing our experiences, from our vision, through to creation and implementation towards a sustainable future, you will be inspired by our passion and purpose and resolve, recognise the impact and outcomes, and feel energised to start taking the steps on your journey. Know that you can make a difference and be part of something bigger – Creating a Coaching Culture helps everyone feel valued.

About the speakers/facilitators

Nicola Arnold PCC, CPCC

Nicola is an ICF credentialed certified Professional Co-Active Coach, coach mentor, coach supervisor and MBTI practitioner empowering women to achieve inner confidence by challenging limiting beliefs and mindset that stop them valuing their own worth. She firmly believes that self worth is a lifestyle not a luxury.



With over 25 years' experience in the NHS helping individuals focus on their development both professionally and personally, her current post is as the Head of Learning & Organisational Development at Royal Surrey NHS Foundation Trust.

She prides herself on the holistic approach she applies, to harness and empower individuals to strive for excellence, maximizing their potential and supporting the wider values of the organisation.

She is presently leading a system wide project within Surrey Heartlands to develop a quality assured coaching and mentoring offer to support talent management, leadership, QI and staff development and wellbeing in line with national agenda. It includes developing an ICS wide training course for staff to develop basic coaching skills to engage in meaningful conversations and increase the pool of qualified coaches and mentors.

Nicola holds PCC credentials with the International Coaching Federation (ICF) with over 1000 logged coaching hours. She is an accredited coach for the Affina Team Journey and a registered coach, accredited HLM 360 facilitator and coach supervisor with the NHS Kent, Surrey and Sussex Leadership Collaborative

Mel Dawson

Mel is a qualified Coach Practitioner (EMCC), HLM Facilitator, Psychometrics Qualified (ability and personality) MBTI Practitioner and Coach Supervisor.

Mel currently works as the Head of Learning and Organisational Development within First Community Health and Care and has 32 years' experience of working in the NHS and HEI's as an adult nurse, midwife and qualified teacher.



Mel has a huge passion for working with individuals to help them tap into their own strengths and resources and supporting them to realise their potential. Creating a safe and supportive space for individuals to explore areas that are important to them for their development, awareness and confidence are key drivers behind Mel's practice and threads through all of the professional relationships that Mel builds on an individual level and with groups.

Mel's passion for coaching has helped her work with Nicola Arnold on a system wide coaching project within Surrey Heartlands and to participate in a similar project within Sussex ICS. Additionally, Mel is keen to share her beliefs about the positive impact of coaching and support others to develop knowledge of and skills within the coaching space and is currently participating in the delivery of the Foundation of Coaching Skills Development Programme across two Integrated Care Systems.

Karen Finney

Karen brings over 20 years of corporate and community Leadership Development and Talent Management experience to her current role in the Sussex ICS, including accreditations gained with Mind Gym, Leader as Coach, Situational Leadership, 360 Feedback Assessments, HBDI and Strengths Profiling.

Karen previously worked with American Express as Global Programme Lead for Leadership Development for over 12 years and has worked in the NHS Sussex ICS for the past 4 years.



Karen's passion for coaching and leadership development has driven her to lead a Sussex-wide coaching programme across the 11 partnership organisations in Sussex, supporting our 'home grown' coaches to deliver a sustainable coaching model that embraces and promotes the positive benefits of a coaching culture. Karen's ethos also promotes a highly collaborative approach which has led to the joint partnership of Surrey Heartlands and the Sussex ICS to co-deliver the virtual Foundation in Coaching Skills programme across both counties and continues to collaboratively develop and train our home-grown coaches and facilitators to internally support this essential programme. In addition, the programme has become a ready-made pool of talent, providing visibility and credibility for our next generation of leaders and coaches and reinforcing the immense benefits of a coaching culture in our wider ICS systems.
