

### Meet your match

If you would like an internal or external coach, we have a range of accredited coaches or mentors available via our online register. To access this register please visit our Coaching and Mentoring Hub at:

[https://  
coachingandmentor-  
ing.se.leadershipacademy.nhs.uk](https://coachingandmentoring.se.leadershipacademy.nhs.uk)

Our online register enables staff to search for their own coach or mentor. This service is available to members of staff from any NHS organisations in the South East who wish to develop their leadership skills and who have been identified as individuals who would benefit from coaching or mentoring.

### How to apply

If you have been identified to benefit from coaching or mentoring by a sponsor in your organisation, you need to consider what you wish to gain from these sessions.

Once you have identified your goals and have obtained support from your line manager please register on line to get started. Your application will be assessed by us and, if appropriate, approved.

This will then allow you to search for suitable coaches by logging into the register and reading the profiles of the coaches or mentors that come up after your search. If you like the sound of them, click to send them an invitation to an initial chemistry meeting. You can invite up to 3 coaches to a chemistry meeting before deciding on one to continue working with.

It is important that both you and your coach or mentor feel comfortable with each other. You do not have to continue the relationship past the chemistry meeting if you do not want to.

### What is expected of you

You need to be open to the potential of these sessions and be able to contribute to conversations honestly and openly.

Your coach or mentor will expect you to stay committed to the process, which means attending sessions, taking your own notes, and keeping any agreements made during the sessions.

### Queries

To find out more about coaching and mentoring please visit our website

<https://se.leadershipacademy.nhs.uk/>  
or email [england.sell@nhs.net](mailto:england.sell@nhs.net)



Leadership Academy

South East



Would you like a  
Coach or Mentor?

Coaching with the South East  
Leadership Academy



Putting Leadership at the  
heart of quality care



As part of our commitment to develop leaders at all levels we have created an integrated Coaching and Mentoring scheme to enhance a Leader's journey through the system.

### What is Coaching?

Coaching is one of the key approaches through which leadership in organisations can be developed. It's a method of deploying techniques embedded in artful questioning and appreciative inquiry to help leaders unlock their full potential to achieve personal and professional success.

Whether as a one-to-one focused and bespoke relationship or within a group context, coaching is often perceived as the single most effective development intervention our staff can access.

The common benefits that people experience from coaching include:

- ◇ Better Performance
- ◇ Improved sense of direction
- ◇ Stronger motivation
- ◇ More confidence
- ◇ Increased resourcefulness

### What is Mentoring?

Mentoring is very different to coaching. Support and guidance of a mentee is often led by a more experienced, skilled and knowledgeable professional mentor. The emphasis is on developing the leadership expertise of the mentee in a work context, with the process of mentoring encouraging independence, autonomy and self-development. Through embedding reflective practice, shared learning and improved ownership for solution-focused thinking, mentoring can deliver improvements in an individual's performance that leads to enhanced leadership maturity.

### What happens during a Coaching/ Mentoring session?

A skilled coach or mentor will use a combination of questioning, listening, observation and feedback to create a conversation that is rich in insight and learning. Your coach or mentor will listen to you to find out who you are, what you think, and what your current situation is. They will encourage you to overcome obstacles and take action.

Sessions usually last for a defined period and focuses on specific work related skills and goals. Goals will be set at the beginning of the relationship to give focus, which will be evaluated by both the coach/mentor and coachee/mentee.

### Do I need a coach or a mentor?

You may be unsure as to whether you need a coach or a mentor. The main differences between coaching and mentoring are detailed below:

Coaching	Mentoring
Relationship has a set duration	Ongoing relationship that doesn't have a set duration
More structured with regularly scheduled meetings	Can be less structured with meetings to allow space and time to think, guidance or support
Short term and focused on specific development areas/issues or goals and work	Focus on long-term career and personal development
Your coach does not need direct experience of your job (unless the coaching is skills focused)	The agenda is set by the mentee and takes a broader view of the person.
Coachee-led, based on what the coachee would like to discuss	Share their experiences

Coaching or mentoring is based on trust and openness and the content of your sessions is confidential.