



## What is coaching?

Coaching is a useful way of developing people's skills and abilities, and of boosting performance. It can also help deal with issues and challenges before they become major problems – it is recognised that dealing with issues in our personal lives can affect how we perform at work and therefore coaching will address both work related and personal issues.

A coaching session will typically take place as a **confidential** conversation between the coach and the coachee (person being coached), and it focuses on helping the coachee discover answers for themselves. After all, people are much more likely to engage with solutions that they have come up with themselves, rather than those that are forced upon them! The ethos of effective coaching is not to try to 'teach' a person but allow them to learn by helping them to unlock their potential and maximise their performance.

Coaches in the workplace are not counsellors, psychotherapists, gurus, teachers, trainers, or consultants – although they may use some of the same skills and tools. A coach does not need to be an expert in the area the coachee wants to develop – their role is to enable the coachee to see opportunities to improve and identify practical ways forward themselves. . It is important to note that although managers may suggest coaching to individuals, the process is voluntary – coaches are not responsible for performance management!

Examples of things people may want to explore through coaching are as follows;

- Time management
- Leadership development
- Relationship/interpersonal issues
- Confidence
- Resilience
- Personal development/career transition
- Project work

However this list is by no means exhaustive - individuals can bring a wide variety of issues for coaching.

*The Trust has a number of accredited internal coaches. Please be assured that, although employed by the Trust, they act independently as coaches and do not feed back into the Trust anything discussed within the coaching sessions*

If you think coaching could benefit you then please make initial contact with Zoe or Tracey:

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