

KSS Coaching and Mentoring Scheme



Putting leadership at the
heart of quality care

What is Coaching?



Coaching is a process that enables the person being coached (the coachee) to have dedicated space and time to reflect and work through various situations where they are looking to make change. This takes place over a prescribed number of 1-1 sessions in a “confidential environment”. The gift of coaching is that it is built on the principle that the coachee is resourceful. It is the coachee that sets the agenda and works in partnership with the Coach to achieve their goal(s).

Therefore the chances of transfer of learning is greatly enhanced because it is the coachee that arrives at the answer through the coach’s questioning skills.

A coach can help a coachee:

- Focus on areas whereby they face new challenges that require new mind sets, e.g. the reconfiguration and transformation of services,
- Unleash an individual’s creativity e.g. improving clinical pathways;
- Develop working relationships, identify and change unhelpful behaviours e.g. to work with teams and partner organisations on collaborative agendas
- Reflect on own career and in turn through coaching assist in the systematic identification of talent and succession planning so that the NHS workforce is a pro-active robust, representative of the population it serves.



What is Mentoring?

“Off-line help by one person to another in making significant transitions in knowledge work or thinking”

Megginson & Clutterbuck, 1998

Life in the NHS is changing, we are faced with difficult issues, often about how to handle ourselves or deal with others. This help is best provided

by someone who understands the system, but is outside our immediate working team.

The scheme follows a developmental mentoring approach where the focus is on individuals to determine their own development needs using reflection. Your mentor will provide an opportunity to nurture, challenge and explore your strategies in a safe and confidential environment. This may be about a specific issue or discussing wider opportunities and what you want in your career.

For the NHS, mentoring is a way for the whole organisation to learn from experience and accelerate people development so that our teams can provide the best care possible to patients.

The Kent, Surrey & Sussex Coaching & Mentoring Scheme

Our Mentoring Scheme provides a high quality, confidential service to match mentees with appropriate and trained mentors and coachees with qualified coaches.



It is a multi-professional scheme which covers all staff in Kent, Surrey and Sussex with a leadership element in their role and whose organisation supports or provides NHS funded care to patients. The scheme can support your development as a mentor or help you to access a mentor to enhance your own learning.

Looking for a coach or mentor?

You need to be serious about managing your own development and have well-informed reasons for wanting a coach or mentor. Ideally, coaching or mentoring should have been identified through your personal development plan and have been discussed with your line manager.



A mentor can:

- Empower you to arrive at your own solutions (they won't offer advice)
- Act as a sounding board
- Share their experiences.

You will be expected to do a lot of thinking and other work between sessions so that you really make the best use of you and your mentor's time together.

Are you ready to be a mentor?

Whatever your professional background, if you:

- Have a management or leadership element to your role
- Listen with empathy
- Support insight and self-awareness through reflection
- Challenge assumptions and limit self-beliefs
- Help someone better understand how organisations work
- Suggest doors to open, new information or explore options for development
- Provide continuity of support through change and be there to help unlock someone's potential ...

you can be a mentor.

I'm already qualified and mentoring.

Why should I register with the scheme?

We can provide you with a range of resources and tools to help you make the most of your mentoring relationship. If you are already providing a developmental mentoring approach and would like to join our network of mentors, we would welcome an initial discussion with you and hope to engage you in our regular CPD and networking sessions to keep you motivated, inspired and engaged in the scheme.

**NHS Kent, Surrey and Sussex
Leadership Academy**
Web: www.kssleadership.nhs.uk

