



Coaching Summit

Empowering Your Managers to Overcome Workforce Challenges

9 December 2024

Welcome

Guidelines

- Use the Q&A panel to submit questions and the Chat for comments
- Focus on Summit topics
- Complete the polls as they appear
- You'll receive the Summit recording and slides after the session

Our agenda

- 1 Coaching and mentoring in the workplace
- 2 Investing in workforce coaching skills
- 3 Learning to become a coach or mentor
- 4 What it's like to be coached

Coaching and mentoring in the workplace

**Look at these four images. What do
you think they show?
Write a single word that applies to all
of them**



Coach and mentor

Unlock a person's potential to maximise their own performance

Enhance work performance, self-directed learning, and personal growth

Facilitate performance, learning and development to achieve personal and organisational goals

Help navigate challenges, develop new skills and achieve professional objectives in alignment with broader workplace dynamics

Guide a less experienced or less knowledgeable person

Foster their career development and integration into the workplace

Aid personal and professional growth through career-related and psychosocial support

Share knowledge, social capital and professional insights in a work environment

Coaching core



**Choose 3 of these statements that
apply best to your organisation**

Contractual or cultural?

3 All new starters have a coach or mentor

4 All apprentices have a coach or mentor

5 Students on industry placements have a coach or mentor

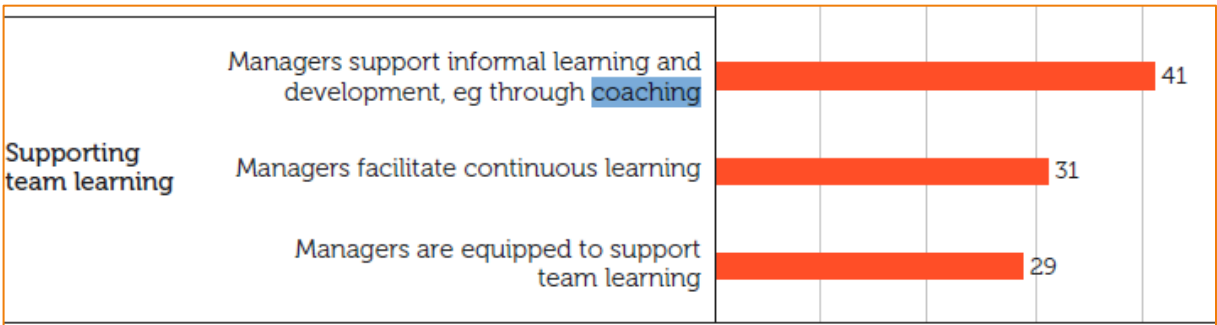
1 Everyone has a coach or mentor

2 Coaching is an accepted part of line managers' jobs

6 The organisation has a coaching culture

Coaching in the workplace

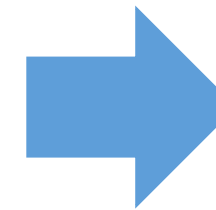
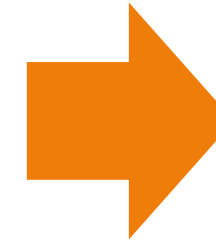
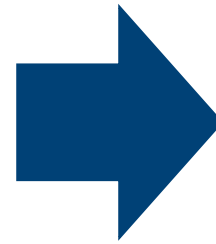
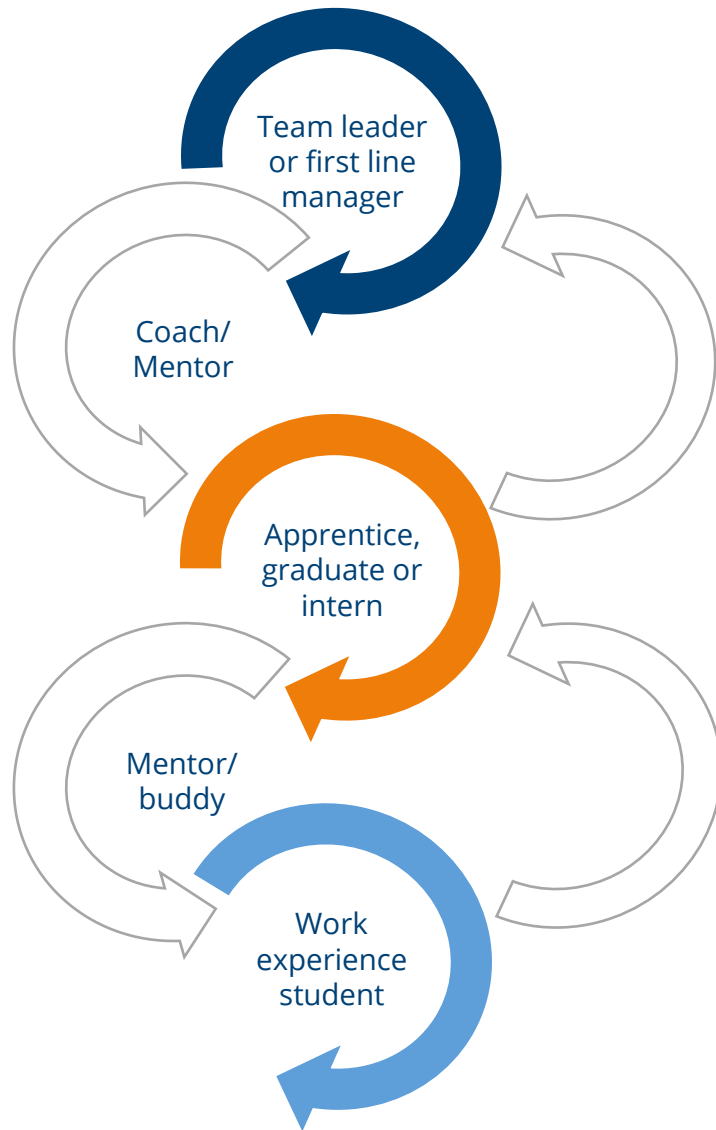
L&D methods used in the past two years (% of respondents)



Those who feel valued by their leaders were also more likely to agree that their managers:

- support informal learning and development, for example through coaching (47%, versus 32% of those who do not feel valued)





Integrate coaching and mentoring in team leading and first line management roles

Develop coaching and mentoring skills by mentoring or buddying students

Gain experience of being coached and mentored as a work experience student



Early career path



Investing in workforce coaching skills

Our panel



Developing coaching skills to train the next generation

Using coaching skills to support young people and apprentices

What now?

CONSCIOUS COACHING

DEVELOPING COACHING AND
MENTORING SKILLS TO
KICKSTART YOUR CAREER

30th JANUARY 09.30 – 12.30

In-house option: tailored and delivered to staff in your organisation

Find out more: carly@strategicdevelopmentnetwork.co.uk



Learning to become a coach or mentor

Our panel



Coaching as a useful skill for anyone in a team leader or first line manager role

Coaching as a development tool, especially for young people

What being a coach or mentor is really like

Why coaching is a useful skill

Helping individuals

Improve their overall performance

Raising questions

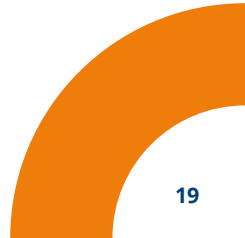
Good communication

Goal setting

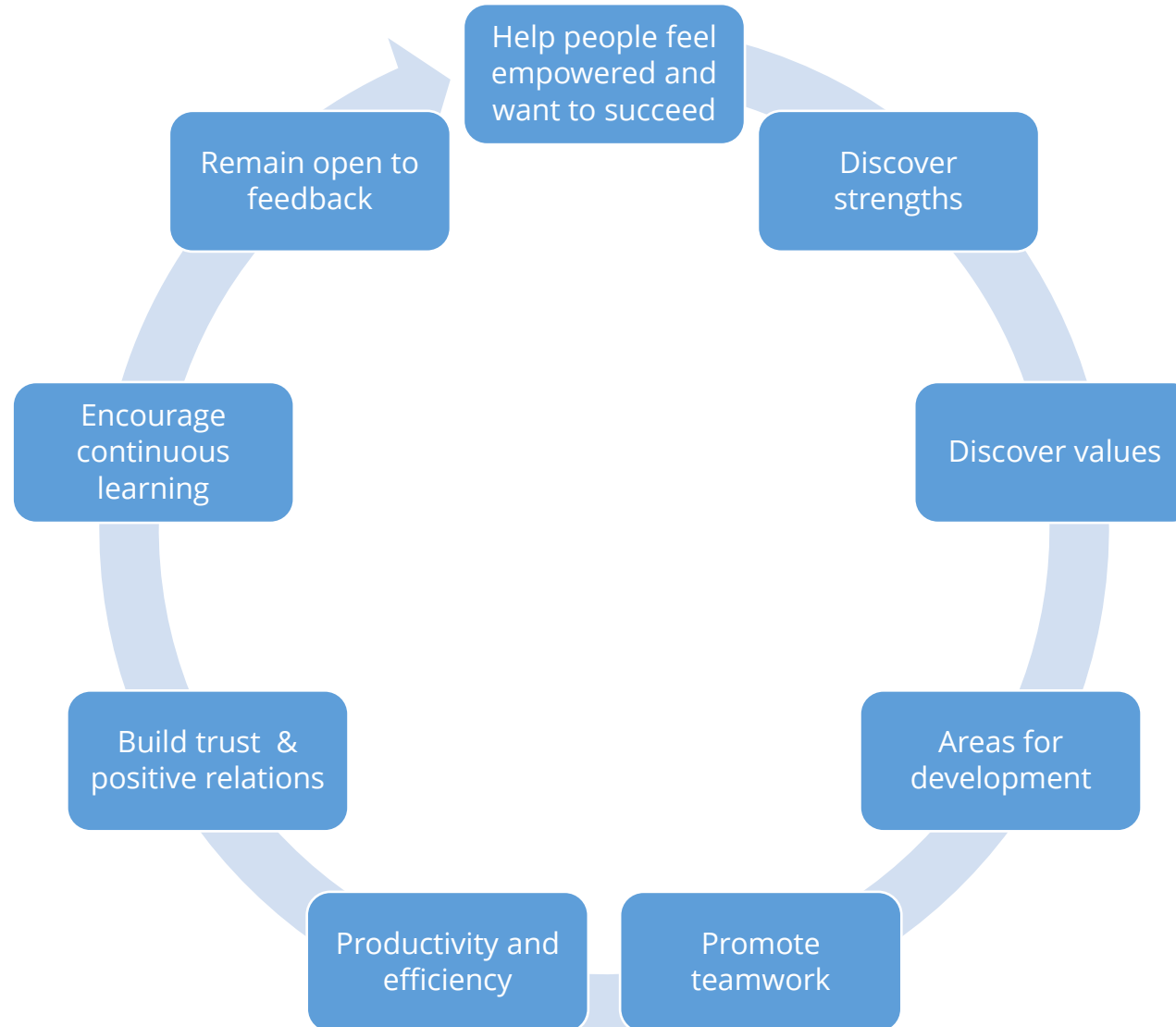
Reflection

To develop positive leadership, individual and collective strengths, and improve teamwork

My journey into coaching



Benefits of coaching / mentoring



T Level Mentor

The benefits of becoming a mentor has allowed me to enhance my skills and abilities, so what better way to do so than to help others achieve their own goals and develop key skills such as communication. I find that both the student and myself are there to learn from each other.

During their short time with us in the theatre department they develop an insight into what we do and experience a unique opportunity into this type of health care.



What it's like to be coached

Our panel



The relationship with your coach/mentor

What you learned from them – and what they learned from you

How the experience prepared you to be a coach/mentor yourself

Q & A

Which of these actions are you most likely to take?

Thank you for joining us



Get in touch with comments or questions

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