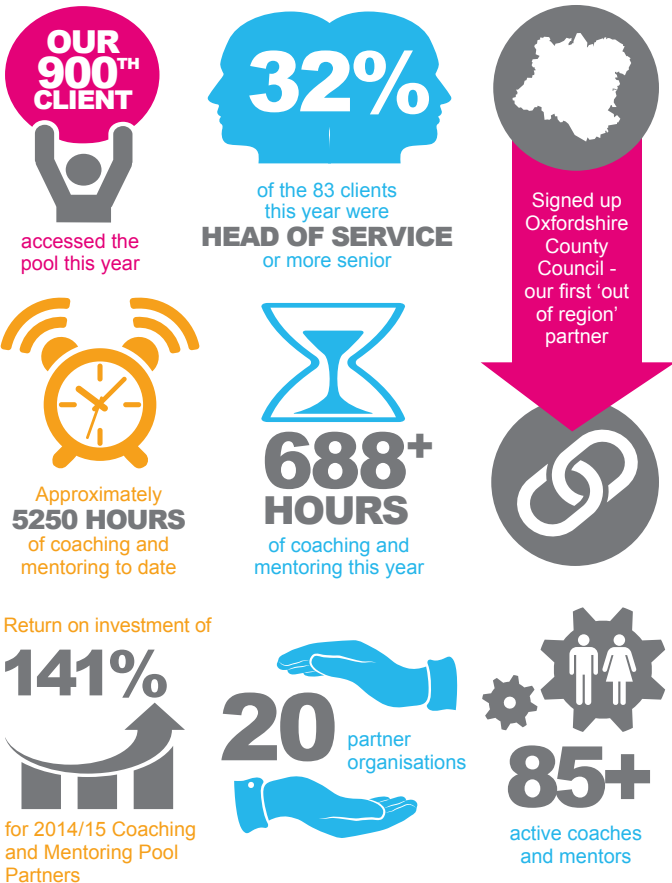


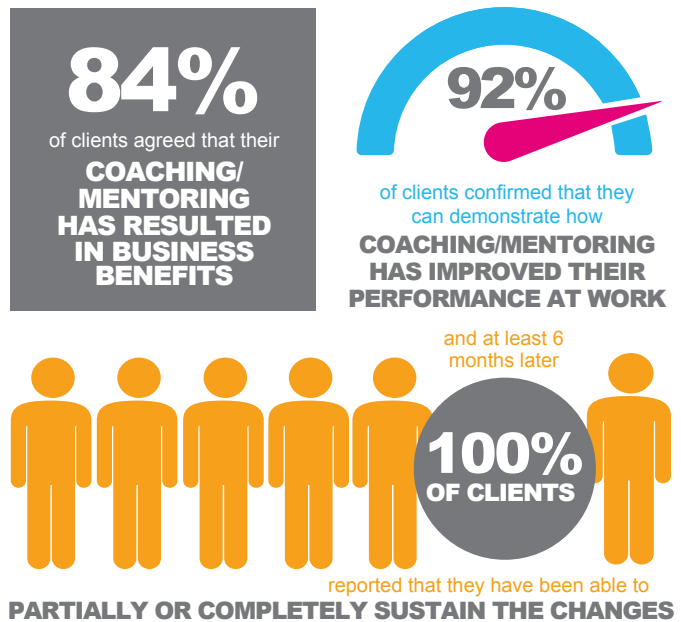
# Enabling people to be the best they can be

## West Midlands Coaching and Mentoring Pool

### Our achievements in 2014/15



### So what difference has this made?





### A few specific ways coaching and mentoring has helped clients:

To enable me to be instrumental in fostering effective working relationships between different team members



**97%** of clients who accessed a coach or mentor from our regional pool thought that

**COACHING AND MENTORING WOULD BE AN IMPORTANT RESOURCE FOR STAFF IN THE COMING YEARS**

and of those **32%** SAID IT WAS ESSENTIAL.

**90%** of clients believed they **ACHIEVED MORE** by working with a coach /mentor external to their organisation

"I am more structured in my approach to management, including team and management meetings, which means we progress faster towards agreed goals and spend less time in meetings and more time delivering the service"

"Senior colleagues respect that I changed as a result of the coaching, which has brought confidence in involving me in more strategic and complex areas of work. I have now taken my experience onto offering to mentor a member of staff in another part of the team."

"I feel more confident working with senior stakeholders and have received praise for my impartial approach. My increased resilience has enabled me to give more support/advice to colleagues and to take an active role in developing the skills and knowledge of my team."

"I am more confident in managing a team that is twice the size it was a couple of years ago and particularly in managing more new team leaders"

"It's well worth the investment of time and in you as manager. With some external it helps to be able to truly open up about frustrations and to discuss, impartially, how to deal with them"

### Quality training and events



### Supervision and CPD helps develop our coaches and mentors

**98%** **AGREED OR STRONGLY AGREED:**

The format of CPD and Supervision network sessions was useful to support their practice



The supervision element valuable for their learning

They gained valuable support on the topic they took to supervision to develop their coaching and mentoring practice

### Coaching and Mentoring Conference

**91.8%** OF DELEGATES STATED THEY WOULD RECOMMEND

the West Midlands Coaching and Mentoring Conference to others

**£1.5K**



profit made at the event will be re-invested into the 2015 conference.