

Enabling people to be the best they can be

West Midlands Coaching and Mentoring Pool

Our achievements in 2014/15



accessed the pool this year

32%

of the 83 clients this year were **HEAD OF SERVICE** or more senior



Signed up Oxfordshire County Council our first 'out of region' partner



Approximately
5250 HOURS
of coaching and
mentoring to date





Return on investment of



for 2014/15 Coaching and Mentoring Pool Partners





active coaches and mentors

Annual Coaching & Mentoring Conference attended by



157
PARTICIPANTS

Delivered



9 Coaching Skills Gyms with 111 participants



3 CPD Masterclass and Supervision Sessions for 96 coaches and mentors



6 Sub Regional Network sessions for over 80 coaches and mentors



So what difference has this made?

84%

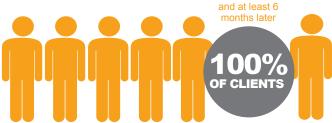
of clients agreed that their

COACHING/
MENTORING
HAS RESULTED
IN BUSINESS
BENEFITS



of clients confirmed that they can demonstrate how

COACHING/MENTORING HAS IMPROVED THEIR PERFORMANCE AT WORK



reported that they have been able to PARTIALLY OR COMPLETELY SUSTAIN THE CHANGES



100%

of clients who responded to our annual survey said that time out for coaching/mentoring sessions

WAS WELLWORTH IT



of clients indicated they had feedback from others suggesting they are

MORE
EFFECTIVE
IN THEIR
ROLE AS A
RESULT OF
COACHING/



responded said they
RECEIVED
A GOOD TO
EXCEPTIONAL
QUALITY OF
SERVICE

from the coaches and mentors they worked with



of clients stated that the coaches and mentors accessed via the pool were

GREAT or EXCEPTIONAL

in core skills of contracting, listening, helping to understand their situation, challenging and asking powerful questions to create the light bulb moments



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

To enable myself and staff decide on a path to take the business forward

promotion within the organisation

Gain more mechanisms for ways to deal with what impacts on the business and what need to be priorities

To develop my new leadership role and contribute to the Management Team's strategy

Develop coping

strategies to deal with difficult

situations at work

techniques which allow for reflection on performance without overanalysis which can lead to anxiety / stress

Raise profile of the team with elected members

Ensuring all team members are engaged in the changes and take ownership

To improve clarity of communication with different audiences



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



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"



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



will be re-invested into the 2015 conference.



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