

# Workplace Coaching

new leaf  
personal development



## achieve your goals

Workplace Coaching helps you determine and achieve personal and work goals. It enables you to make decisions, grow and develop as an employee. Using multiple methods we will help you through the process of setting and reaching specific and immediate goals. You will of course decide what these goals are. Meetings are structured and are focused on your specific development areas.



Workplace Coaching is a non-directive form of development that focuses on improving performance, productivity and developing/enhancing an individual's skills. Time can also be spent exploring stress and techniques to help deal with this in the work place and at home.

Workplace Coaching assumes you are psychologically healthy and do not require counselling. It works on the premise that you are self-aware and therefore know what you want in life. Personal issues can be discussed, however the emphasis is on performance in work. Workplace Coaching is not 'therapy'. The key difference is that coaching does not seek to resolve deep underlying issues that may cause problems like poor motivation, low self-esteem and poor job performance. Workplace Coaching is more concerned with the practical issues of setting goals and achieving results within specific time-scales.

Workplace Coaching deals with the whole person experience. It can be an insightful process that allows you to find a greater purpose and meaning and helps you explore your potential both within your work and personal life. Workplace coaching is 'tailor made' rather than 'off the peg', being sensitive to your needs and preferences.

As a result of two years of Workplace Coaching delivered by Becky Wright for a NHS Trust, **97% of the objectives chosen by the participants in their first session were met by the Workplace Coaching Programme**, with nearly 60% met 'very' or 'extremely' well. The 2010 cohort felt between 60% and 90% more positive about workplace development against all evaluation statements after five coaching sessions. In terms of personal development, responses show that the impact of the coaching programme was 100% positive. More than 60% of line managers taking part in the evaluation saw real benefits against all outcomes 'on the ground', with the greatest improvement in areas such as team working, positivity, confidence and leadership. There were NO recorded negative effects. Managers noted even greater benefits for staff in the area of personal development, with positive changes of up to 85%, most particularly in morale and positivity.

### **FOREWORD – The Year Two Evaluation: Valuing Staff Well-Being February 2011**

*I am delighted to see that, after the successful initial pilot of Workplace Coaching in 2009, it was agreed that we should continue the programme forward for a second year. This demonstrates the ongoing commitment to our staff's health and well-being here at NHS Islington.*

*It is pleasing to note in the report that both managers and programme participants have seen increased levels of productivity, morale and positivity as a result of the coaching, which in these times of change, is extremely encouraging.*

*The Boorman report highlights the need for NHS organisations to support the health and well being of staff proactively and advocates that organisations should provide staff with services that are centred on prevention of both work-related and lifestyle-influenced ill-health, and which are fully aligned with wider public health policies and initiatives. This programme of work is one such example which has been shown to bring direct and tangible benefits for those staff who have accessed it.*

**Anne Whateley**  
**Director of Quality and Performance, NHS Islington**

*The quotes used in this flyer have been taken from Workplace Coaching participants*

**Coaching has allowed members of staff an external 'safe' environment to discuss work concerns and consider options for self-improvement and improving motivation.**

**My performance has improved.**

**I've been able to reflect and look at my options.**

**I can now clearly see where I need to develop, while celebrating the positive contributions I've been making.**

**I found the coaching programme empowering and enabling. I approach my work with a stronger sense of purpose, working through difficult tasks in a logical and structured way.**

**I've learnt a few key coping mechanisms which have changed the way I behave at work and deal with situations. As a result I believe I am a much better colleague and manager.**

**Coaching has increased my confidence and awareness of my management style. It has given me the insight to deal with difficult situations.**



#### **About New Leaf**

New Leaf was established in Somerset in 1992. We offer a wide range of professional services, working with all sorts of people from a variety of backgrounds. In addition to Workplace and Life Coaching, New Leaf offers Face-to-Face Counselling.

#### **Becky Wright**

**MSc | PGdip Couns | UKRC Reg**

Becky Wright is a Member of the Association for Coaching and a qualified counsellor with a wide experience of helping people resolve difficulties. She has a Diploma in Counselling and holds a Master of Science Degree in Counselling Research awarded by the University of Bristol. She also holds a Diploma in Individual and Group Supervision.

Much of Becky's experience has grown from her work within the health services and private practice. She provides short-term mentoring and coaching for clients who, it is assumed, do not require a psycho-social intervention.

Becky also became a finalist in the Cosmopolitan Woman of Achievement Awards in 1999 for her work in education. In 2000 she was co-awarded the Innovation in Training Award by Pavilion Publishing for her co-authored pack entitled 'Get Sorted with Drugs & Alcohol'. Becky is a fellow of the Royal Society of Arts and the Winston Churchill Trust.

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