

COACHING BRINGS OUT THE ANSWERS

Do you need some direction in your career? Do you feel you have more to offer but are not sure how best to progress?

Coaching through the Academy could be the answer. Being guided by a coach who is not your direct line manager can provide valuable insights and open up your horizons.

Steph Holloway was “flitting around the early levels of middle management” and unsure of her next step when someone suggested coaching.

She found the experience invaluable: twelve months and only six sessions later she has been promoted to a new role – Organisational Development Manager at Coventry City Council – which she finds immensely fulfilling.

“Through coaching I have been able to identify where I want to get to and the steps I need to take to get there. My coach was excellent in helping me to identify my goals and at the end of the session we had very clear objectives.

“While we were talking I realised that the area in which I was most interested was Organisational Development – it was as if a light had come on. I had probably known it all along but coaching helped me focus.”



“I found it really useful because coaching is all about having to identify your own solutions and ideas, and progress them, rather than having someone else come up with the answer for you.”

Employee of Warwick District Council

Having identified her goals, Steph could clearly see she lacked experience of performance management and went for the next suitable secondment – in the chief executive’s directorate. Five months later she landed her current job.

“The people who interviewed me were impressed with the experience which I had gained during my secondment – it really made a difference,” she said.

“I would certainly recommend coaching as a development opportunity – without coaching I might never have put myself forward for the secondment.

“But you need to be really clear about what you want to get out of it and you need to be prepared to make a change.”

“Two things stand out for me. The first is the amazing capacity of people to help themselves if they just have the chance to hear their own voices The second thing is how much I’ve learned about myself.”

Manager who trained to become a coach

Getting yourself a coach couldn’t be easier. It is available to everyone and is a free service. **FIND OUT MORE HERE**