

# Experiencing Rapid Change, more Responsibility, Challenging Times?

With the current cuts being imposed on the public sector there needs to be effective leaders and managers in all parts of the organisation. Leadership is part of the day job and is essential for managers at all levels in the organisation to help lead themselves and others through change. Help yourself become the leader you need to be through accessing a coach.

## How can Coaching help me?

Clients who have had a coach identified the following benefits of coaching:

- improved confidence to lead and manage difficult situations
- improved productivity through identifying and making changes to managing their teams
- improved delegation and time management giving themselves greater capacity
- significant improvement in relationships with colleagues
- better communication across all levels
- enabled to see the value in their own skills
- improved resilience and can manage situations more effectively

## Am I right for coaching?

If you fall into one of the following categories you will be given priority access to coaching:

You are a manager or leader who:

- has been given more responsibility/changed roles as a result of restructures
- are involved and leading staff through transformation and change programmes
- are undertaking service review
- are looking to improve your change management skills, communication style, relationships with colleagues or build staff morale

**Work based Coaching helps managers perform even better in times of rapid change. It does this through encouraging them to exercise greater initiative and responsibility – and to motivate and guide their staff more effectively**

## What is Coaching?

Coaching is a confidential 1 to 1 relationship with a coach, who is trained to support people to achieve their goals, with encouragement, motivation and direction, energising the coachee to solve their problems through goal setting and offering expertise.

Coaching is seen as a time-limited process (2-6 sessions) focusing on the identification and realisation of goals; emphasising the client's ability to think, feel and behave differently in relation to their work, and to help them develop in their role.

Coaching can help you realise the benefits of change through smarter goal setting, workplace learning and personal development experiences; and it helps you get there quicker than you would on your own.

## Where can I get a coach?

Speak to your organisational development or training team to find out how you can access a coach. Alternatively visit:

[www.wmcouncils.gov.uk/receivingcoaching](http://www.wmcouncils.gov.uk/receivingcoaching)

for links to further information.

West Midlands  
Coaching Pool