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Experiences of coaching at UWE

**UWE
Bristol**

University
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“Coaching is an enabling process to increase performance, development and fulfilment”

Alexander and Renshaw (2005, p15)



Goals of a coaching culture

- To encourage deeper thinking and creative problem solving
- To develop, motivate and empower each other
- *To offer a nurturing and supportive approach to work*
- To maximise the potential of all staff
- To ensure that colleagues understand and take responsibility for what is happening within the environment in which they work
- *To enhance one to one work with students and staff*

Our journey into coaching....

- 2016 – Senior Staff training
- Line managers
- Coaching groups facilitated by Business School
- ILM level 5 Coaching and Mentoring qualification
- Encouragement for colleagues to form triads (3 people practising and supporting one another)
- Community of Practice

The GROW model

Goal – set clear goals to encourage clarity, ownership, motivation

Reality – explore the situation, challenge assumptions, etc.

Options – generate possible solutions / encourage creativity

Way forward – make decisions about what options to take, their impact, implications, risks, etc.



Questioning

- Open questions are usually preferred when coaching
- These often begin with the words What or How
- Generally, avoid questions that elicit a Yes/No answer, or are leading



Using coaching in Health and Applied Sciences

- Discussed at Team
- Briefing paper
- Volunteers
- Sharing experiences of the process, giving examples
- All 25 staff in the team have had experience of a triad or a meeting is planned
- Most triads are continuing

