

A Staff Support Programme for the NHS

support in a changing landscape

■ Find out more

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facing the challenges ahead.

The health service is facing the biggest transformation for decades. Following the publication of the white paper it is clear that employees of the NHS will experience significant changes with many facing redundancy, after long careers of excellent service and outstanding dedication.

These highly experienced and capable staff and managers could benefit from exceptional support to work through the impact of the changes. Through our extensive work in the sector, we are aware that HR Departments are involved in large volumes of legal and procedural issues and are struggling to find the resources to support staff as effectively and compassionately as they would want.

We are offering NHS employers a professional independent support service to assist those in-house who are carrying the burden of managing these changes.



creating change in a difficult climate.

Bringing practical support

Hope Street Centre is a well known national provider of support services to the NHS. We offer a partnership approach of expert providers to support managers or other affected staff groups through this difficult and challenging period. Our package will include one-to-one, small group work and online conference call support:

- **ONE-TO-ONE TRANSITION COACHING** is the core service of our multi layered intervention allowing affected managers and staff to make real progress towards a successful future for themselves and their families.
- **BUILDING BRIDGES SMALL GROUP COACHING** complements one-to-one coaching session - inspiring and motivating participants through learning within a facilitated peer support environment.
- **BETTER FUTURE CONFERENCE CALLS** tackle common themes each month with expert speakers mentoring on a number of core topics.



making the difference.

WE SET OUT IN MORE DETAIL
OUR BLEND OF METHODOLOGIES HERE.

Services

Transition Coaching is a programme of between 4 to 6 one-to-one coaching sessions with a highly experienced and qualified Senior Executive Coach. The process begins with contracting, building rapport and trust, setting the scene and exploring what the coachee wants to gain from the sessions. The coaching process is driven by the coachee and is focused on their goals for their future, action planning, reviewing, reframing and new learning.

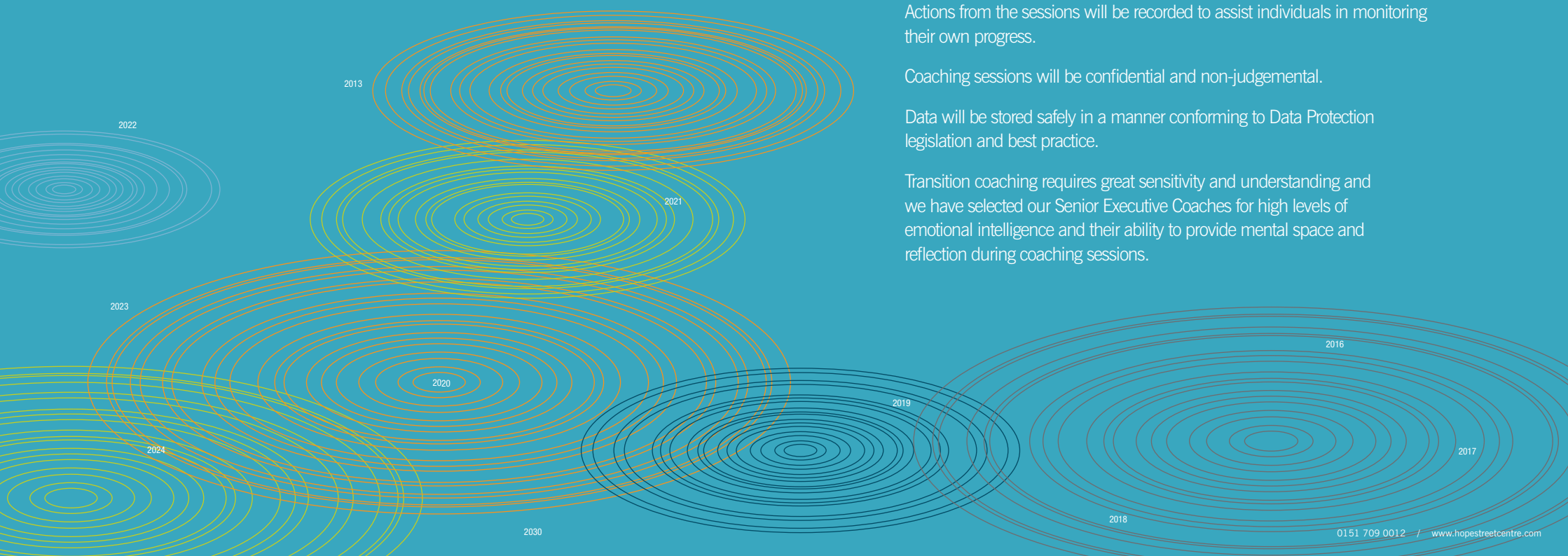
In our experience, coaching of this type is best planned as 90 minute sessions as this ensures coachees have sufficient time to explore one or more issues in depth.

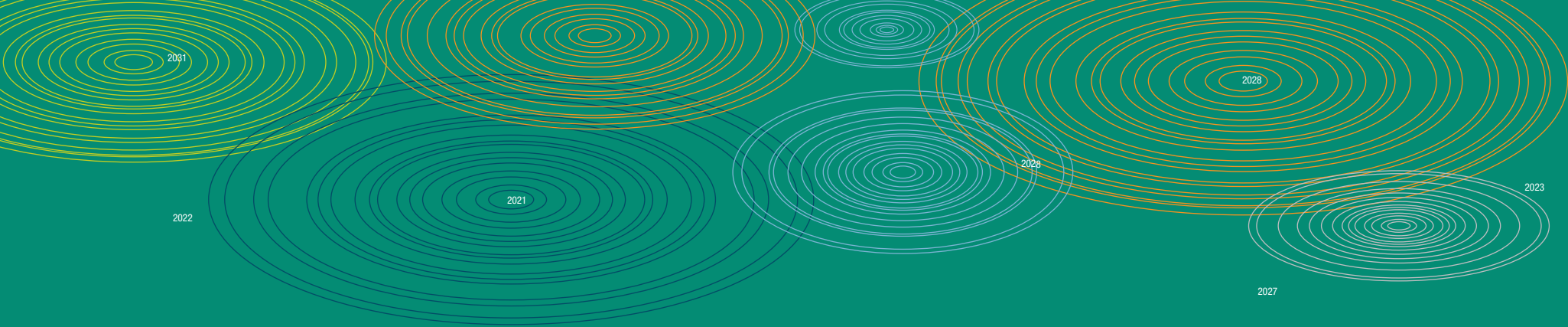
Our experienced coaches will use a variety of proven models and frameworks including GROW, ACE FIRST and LASER to support successful transition. Actions from the sessions will be recorded to assist individuals in monitoring their own progress.

Coaching sessions will be confidential and non-judgemental.

Data will be stored safely in a manner conforming to Data Protection legislation and best practice.

Transition coaching requires great sensitivity and understanding and we have selected our Senior Executive Coaches for high levels of emotional intelligence and their ability to provide mental space and reflection during coaching sessions.





BUILDING BRIDGES SMALL GROUP COACHING is an intense and interactive group experience where coachees will work to gain insights, techniques and tools for achieving greater satisfaction from their lives and improving their personal performance. Each of the sessions will be led by highly experienced and qualified facilitators who are also Senior Executive Coaches.

Each cohort will consist of 6 to 12 participants. Sessions will be based around key topics tailored to group requirements and may involve critical content, activation exercises and problem solving. Topics may include:-

- Creating powerful personal visions
- Identifying personal purpose and passion
- Effective goal setting
- Gathering and giving effective feedback
- Building confidence and self esteem
- Motivating yourself

Group sessions may involve innovative learning and development approaches including, for example, Accelerated Learning styles, Action Inquiry and Human Systems Dynamics.

Building Bridges Small Group Coaching is designed to work alongside the one-to-one coaching sessions so that the coachee is further inspired and supported by working with peers and experienced senior coaches. The experience will open routes to further learning such as ILM coaching qualifications.

BETTER FUTURE CONFERENCE CALLS: the Senior Executive Coaches team will lead monthly dialogue sessions adding perspectives to any issues raised. Coachees will be encouraged to contribute to the explorations. These could include a wide range of topics such as strategies for successful transition, new directions, working in a new context. Conference calls add value to the transition support package of one-to-one coaching and small group work.

Calls will be recorded and made available to delegates.

For more information or an exploratory discussion call 0151 709 0012

contact our coaching team.

Our team includes highly qualified accredited Coaches all with a background of working with people in transition and adept at facilitating the emotions which can accompany periods of such trauma and change. We adopt a sensitive and thoughtful way of working with individuals which enables each person to choose their own unique route through current issues into a clearer way forward.

**To speak to us about this service
please call 0151 709 0012.**

We will advise on a bespoke personal coaching support service for people in your organisation, and optional access to a wider range of services for recruitment and career development through our association with Hays Career Transition. Personal resumes of individual Coaches are available on request.

