

NHS Education for Scotland invites experienced General Practice Nurses to note interest receiving funded professional coaching sessions.

Background

The National Health and Social Care Workforce Plan, Part 3 - improving workforce planning for primary care in Scotland (Scottish Government 2018) announced funding to support nurses working in Primary Care.
<http://www.gov.scot/Publications/2018/04/3662/6>.

Many nurses working in general practice have been in post for several years and have completed the education that they require. This staff group are highly valued and an asset to the profession. This coaching opportunity is confidential, supportive and focussed on the professional issues for each individual experienced nurse.

The coaching is fully funded and will include one face-to-face and two telephone coaching sessions with a qualified and experienced professional coach.

What's Coaching and how will it help me?

Put simply, coaching is a process that aims to improve performance and focuses on the 'here and now' rather than on the distant past or future.

There is a huge difference between teaching someone and helping them to learn. In coaching, fundamentally, the coach is helping the individual to improve their own performance: in other words, helping them to learn.

There are many personal, professional and organisational benefits to engaging in a 1:1 coaching relationship.

Benefits of coaching to an individual include:

- greater ownership and responsibility
- development of self-awareness
- improvement of specific skills or behaviour
- greater clarity in roles and objectives

Benefits of coaching to an organisation:

- allows fuller use of individual's talents/potential
- demonstrates commitment to individuals and their development
- motivates people
- improves relationships between people and departments

Here is a 'Story' written by a participant of the 'Leadership for Integration' programme, reflecting on how coaching support has had a positive impact on her.

How coaching helped me to open my eyes

My role is to support learning and development for social work services and I'm quite entrenched in my focus and couldn't see quite where I would fit into integration. I remember thinking 'it can't possibly be the whole world that is out of step with me!' I didn't want to be obstructive or unsupportive, but I was aware that I had a certain level of resistance. So, when I got the invitation to the coaching programme, it was good timing and I was ready for it.

The coach helped me explore these things and kind of held up the mirror. I didn't always want to look in it, but I was being supported to consider some uncomfortable things. To be honest, each of the three sessions was uncomfortable, but that feeling was coming from me internally. If I hadn't been ready for that, I might have been quite defensive.

I always felt in control of the sessions and what I shared and at no point did I feel unsafe. Yes, I felt exposed, but also in control. The coach would ask me questions such as how I felt about given situations, what I could have done differently, looking back would I change my response to situations and, if so, in what way. These kinds of questions were to help me think or to consider a different perspective, not to give them information.

...In the past, I might have gone to a meeting and not participated very much. I'd be sitting there thinking 'we're busy enough, we can't take on any more'. Now I'm much less reserved, I'm more open, for example, I now try to consciously have my starting point from a basis of 'How can I help or contribute to this work agenda?' I have more productive conversations and they flow more easily. Relationships are changing, and becoming more positive, they're viewed as a resource. Perhaps it's an obvious point, but I recognise if I seem to be more willing to work in partnership, in a collaborative manner, I am much more likely to develop co-productive working relationships, so this becomes a 'win-win' for all parties. The changes are quite subtle, but they're opening-up other avenues of collaboration, which feel promising in ways that weren't there before.

Some of the hurdles we face in integration seem to be based on a lot of fear about people's professional identities, worries that they'll be eroded or that they'll be asked to take on the role of another professional.... For my own role, I think I'm more open to working together, I'm seeing more opportunities to have partnership approach to learning and development that would be more effective and efficient. At the start, I wasn't sure how it would go, but the three coaching sessions were so valuable, and I would like to have more.

What is expected from the nurse receiving coaching

- to commit to the three coaching sessions
- to respond to a short survey to feedback on the usefulness of the coaching (you will not be asked to disclose the subject of your discussion)

Noting Interest

If you would like to access this coaching opportunity which is fully funded, please complete the proforma below and email us at GPNursing@nes.scot.nhs.uk.

Insert "Coaching Opportunity" in the email subject line.

Webpage <http://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/careers-and-recruitment/transforming-nmahp-roles.aspx>

Enquiries to GPNursing@nes.scot.nhs.uk.

Appendix : Interest in Coaching

GP Practice Name	
GP Practice 5 digit code	
NHS Board area	
Name of Nurse	
Job Title	
Email address	
Contact phone number	
Year commenced as a nurse working in General Practice	