



National Coaching Service Information Leaflet

Confidential
Oppportunity
Achieve
Change
Health Service Staff
Individual
National Coaching Service
Goals

*'Coaching is for all staff, regardless of what
department you work in or what grade you are'*



What is coaching?

Coaching aims to support people when they want to bring about personal or professional change in their lives or work, to shift their perspective, reflect on their choices and realise their individual potential.

Coaching is a unique experience that offers support, encouragement, challenge and feedback. It is future focused where the total focus is on you, the coachee, and on what will enable you to achieve your goal.

Coaching is not counselling, therapy, mentoring, consulting, training or advice giving.

The International Coaching Federation defines coaching as:

'Partnering with clients in a thought provoking and creative process that inspires them to maximize their personal and professional potential.'



Why would you consider coaching?

You may wish to consider coaching if you :

- have been recently promoted
- are exploring your career progression
- are dealing with conflict
- are feeling 'stuck' in your current role
- would like to increase your self-confidence
- are managing change
- need to improve your work-life balance
- are feeling stressed
- are unsure of the specific reason but feel you would benefit from coaching

Who can avail of coaching ?

All staff, irrespective of grade or discipline, working in the HSE and Section 38 organisations can avail of coaching.

What happens next?

Once your completed application form is received, you will be allocated a coach from the National Coaching Panel.

You will then have an opportunity to connect with your coach and agree how you will work together.

All coaches hold, or are working towards holding, an International Coaching Federation credential.

Coaching sessions are primarily provided via phone/MS Lync/Skype, for 4-6 one to one sessions, with each session lasting approximately one hour.

You can make the decision to apply for coaching, line manager approval is not required.

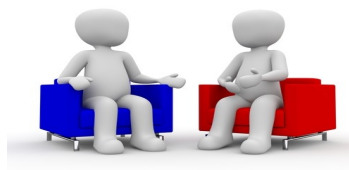
How do I avail of coaching?

You need to complete the application form which is available from:

<https://healthservice.hse.ie/staff/training-development/training/coaching.html>

Or by contacting the National Coaching Service on 046-9251340 or email:

hr.nationalcoachingservice@hse.ie



The National Coaching Service has won a number of awards, the most recent and prestigious being the **International Coaching Federation Prism Award 2018**.

This prestigious global award honours businesses and organisations with coaching programmes that:

- Fulfil rigorous professional standards
- Address key strategic goals
- Shape organisational culture
- Yield discernible and measurable positive impacts



Testimonials from staff :

- ◆ *"I accessed the National Coaching Serviceit was a refreshing notion to feel this support was available, and I would highly recommend anyone to carve out the time to invest in this process."*
- ◆ *"Coaching was offered to me when I attended the Occupational Health Department it helped me think about what was important to me and helped me work out forward thinking values for myself."*
- ◆ *"I imagined that I would get some benefit when I started but I actually had no idea how much it would change my way of approaching issues."*
- ◆ *"The sessions challenged my own thoughts and beliefs and excuses for things not going as I want them to and enabled me to decide on practical steps that I could do to feel more empowered and less frustrated."*

All coaching applications are treated in the strictest confidence.

Prior to starting coaching, both the coach and the coachee sign a confidential coaching agreement.

The National Coaching Services supports the key priorities identified in :



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