

Support in CMT training

Dr Viv Sakellariou

- *Who can support you
- *What you may need support with
- *Coaching

- * Clinical supervisor
- * Educational supervisor
- * College Tutor
- * Training Program Director
- * Deputy Training Program Directors

Cath Smith : co-ordinator

What may you need support with?



Who can you get in touch with?



What can you expect from us?

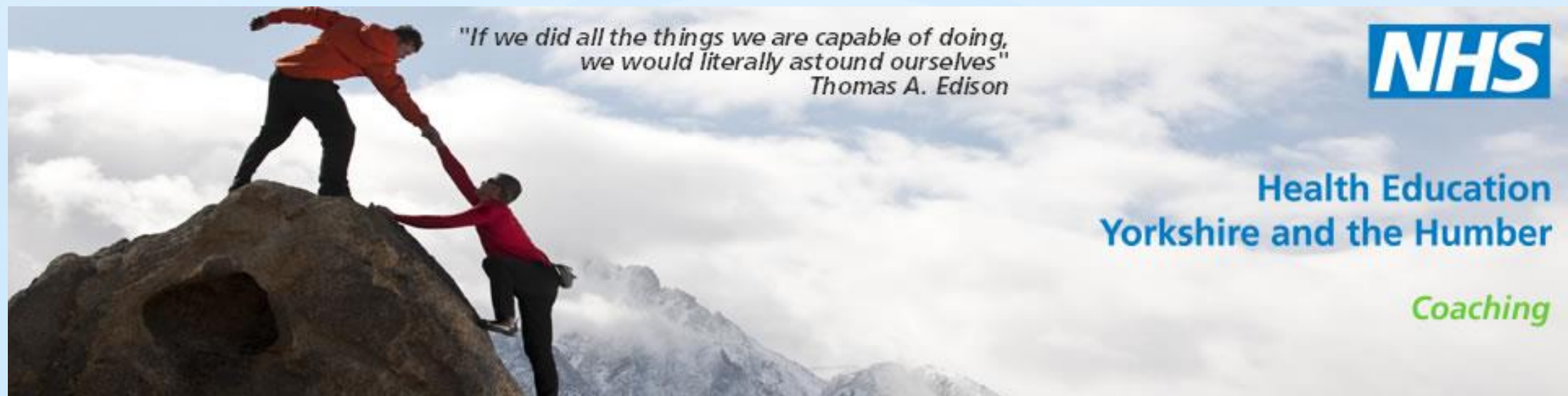


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What?

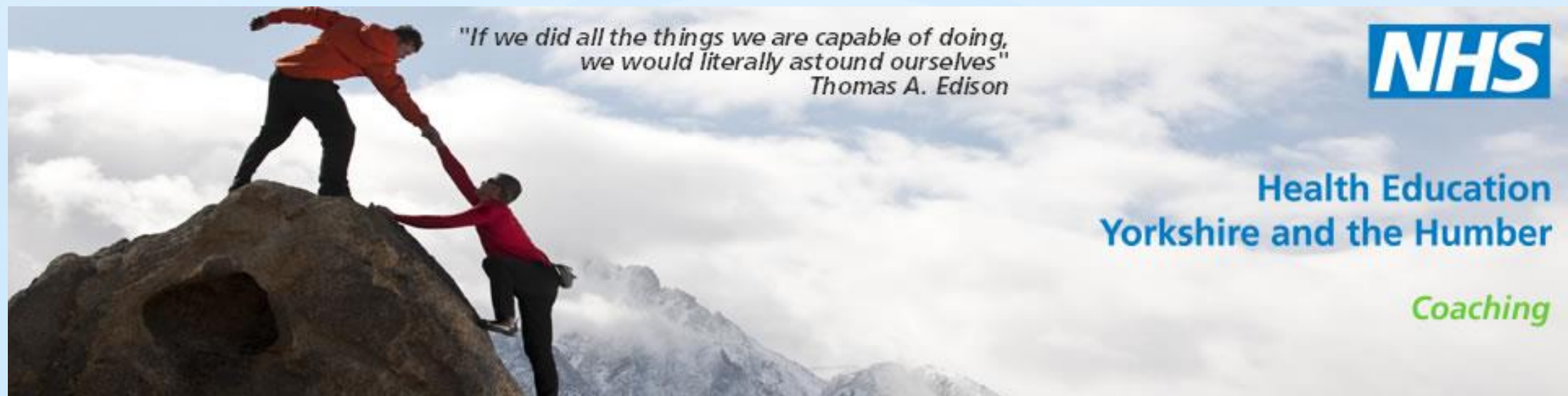
Who?

- * E-portfolio
- * Leave
- * Training days
- * Difficult situation
- * Career advice
- * Incident
- * Pastoral care
- * “Struggling”



The HEYH Coaching Scheme

Dr Jeremy Till



- What is coaching?
- What will it do for me?
- Why would you want it?
- What is it like?
- Is it any good?
- Who can get access to it?

Background to the scheme:

“Most professionals reach a stable, average level of performance within a relatively short time-frame and maintain this mediocre status for the rest of their career”

Ericsson, 2004

“The best advice I ever got: hire a coach

I initially resented the advice, because after all, I was a CEO. I was pretty experienced. Why would I need a coach? Am I doing something wrong? My argument was, How could a coach advise me if I'm the best person in the world at this? But that's not what a coach does. The coach doesn't have to play the sport as well as you do. They have to watch you and get you to be your best. A coach is somebody who looks at something with another set of eyes, describes it to you in his/her words and discusses how to approach the problem.”

Eric Schmidt, Chairman and CEO, Google

Exercise:

- Think of an influential person in your life
...parent, grandparent, teacher, mentor...
- What did they do to enable you to get where you are today?
- How did they do that?

What is coaching *not*?



It is:

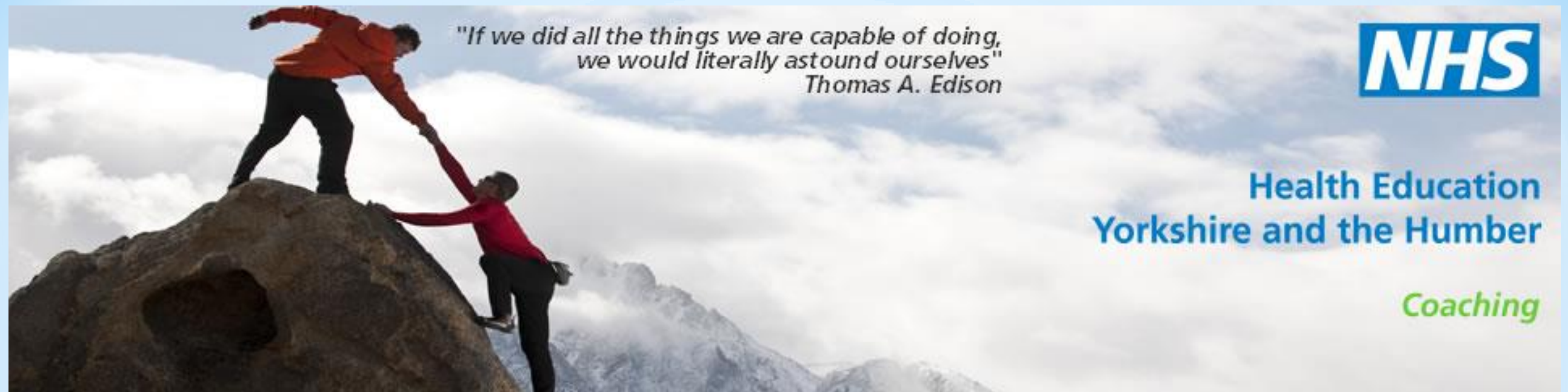
- Protected time to explore thoughts on an area of personal / professional life
- The coach will listen, question, challenge and support
- The coachee will tackle goals that they decide are important to them

Who might want coaching?

- Many reasons, and no 'right' one.
- Transition periods
- Work/life balance
- Seeking clarity on making choices – eg: career
- Challenge or development opportunity
- Perceived gap in knowledge, skills, confidence or resources
- Achieve different outcomes, improve performance, leadership or management skills
- Identify key strengths and how best to utilise them

• Who can get access to it?

- Coaching is now available for all doctors/dentists in HEYH training posts in Yorkshire & the Humber
- Trained coaches are available to offer 4 sessions free of charge to any trainee who wishes to access it
- Coaches are available in all areas of Y and H
- Trainees who are interested apply via the website:
<http://www.yorksandhumberdeanery.nhs.uk/coaching/coachees/>



Is it any good?

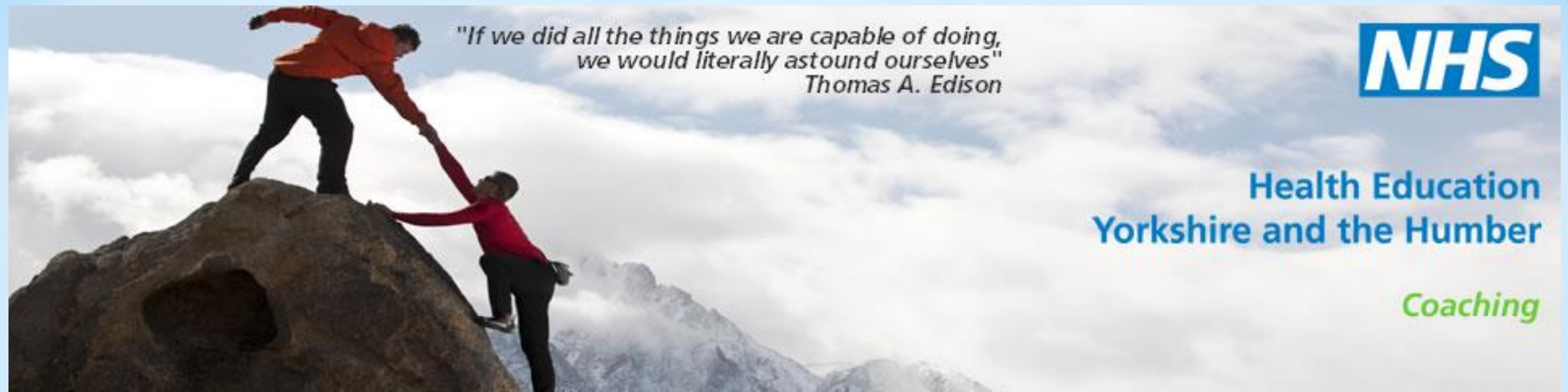
Quotes from 2013/4 evaluation:

“Coaching has helped me improve my ability to time-manage/prioritise and will also improve my performance when managing ward patients and especially on-calls.”

“Coaching is enabling me to get the most out of my training and therefore enhance my ability as a clinician.”

“I am now clear about my preferences and priorities in life so am happy with my training. I feel more encouraged to work harder and carry on.”

“Coaching has helped me be less stressed and I will be able to deliver better patient care.”



Is it any good?

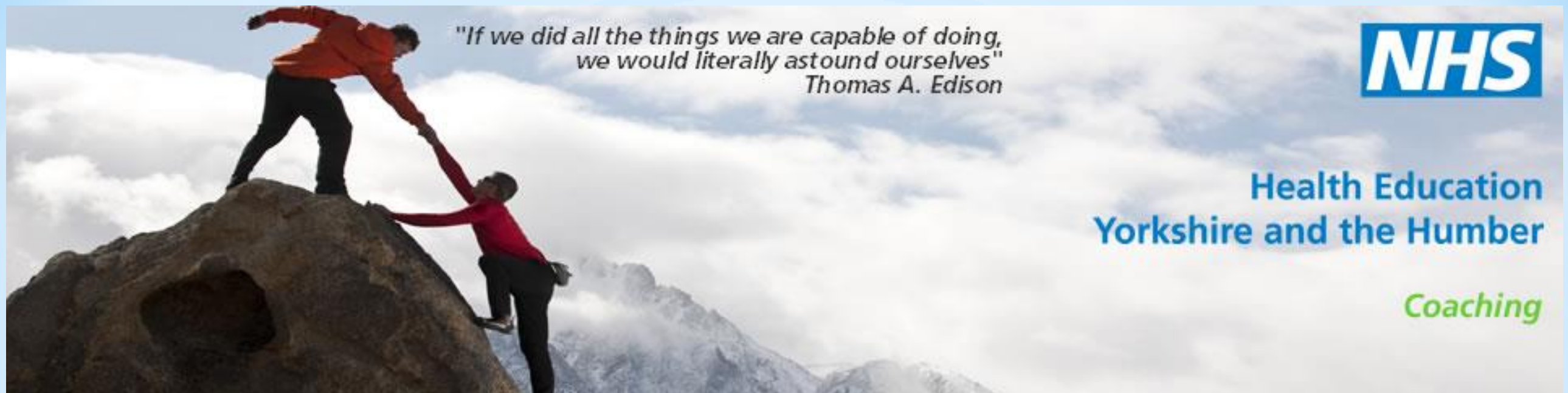
Quotes from 2013/4 evaluation:

"I will stay in medicine"

"I feel more comfortable with uncertainty. I think about the organisational aspects of my life in a more positive way. I am more proactive in addressing my PDP needs and asking for help."

"Coaching provided different view-points and perspectives in a very supportive and non-judgemental space. I valued the confidential environment in which to voice concerns. I feel more confident and more resilient."

"I will be more assertive and confident when communicating so I can get the best for my patients quickly."



Where can I find out more?

- Coaching Administrator coaching@yh.hee.nhs.uk
- Coaching web pages on HEYH website
- Application platform and further information:
<http://www.yorksandhumberdeanery.nhs.uk/coaching/>

