

# Support in CMT/IMT 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?



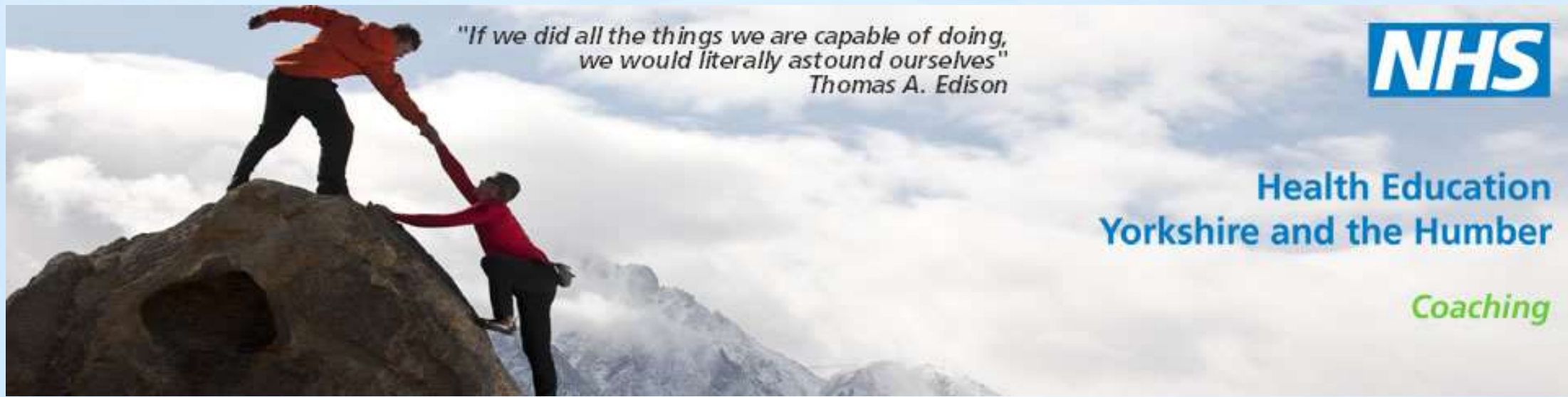
**PRIVATE &  
CONFIDENTIAL**

**What?**

**Who?**

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

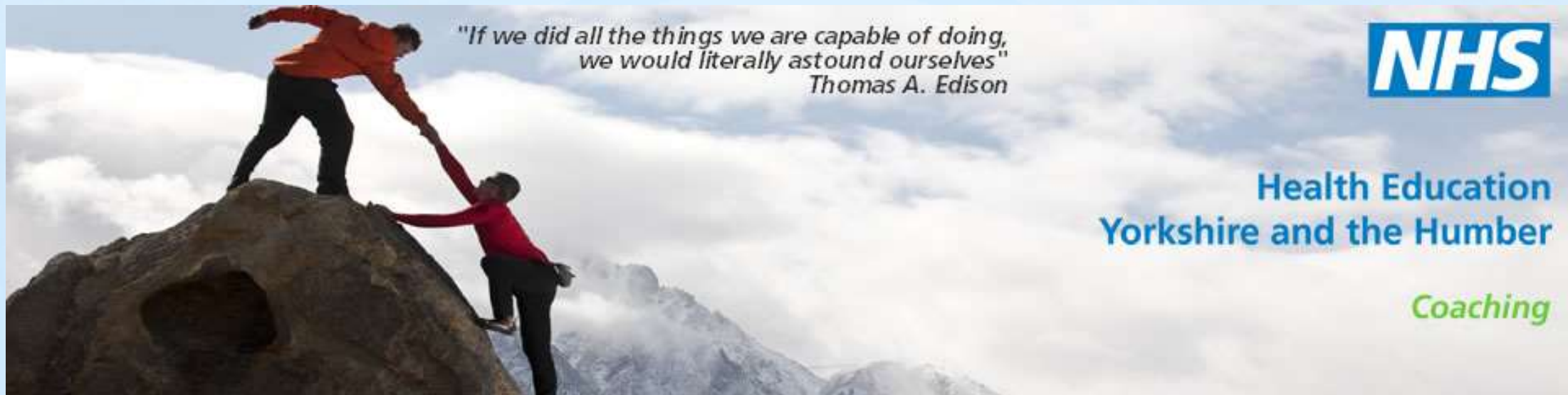




# The HEYH Coaching Scheme

**Dr Jeremy Till**





*"If we did all the things we are capable of doing,  
we would literally astound ourselves"*  
Thomas A. Edison

**NHS**

Health Education  
Yorkshire and the Humber

Coaching

- 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

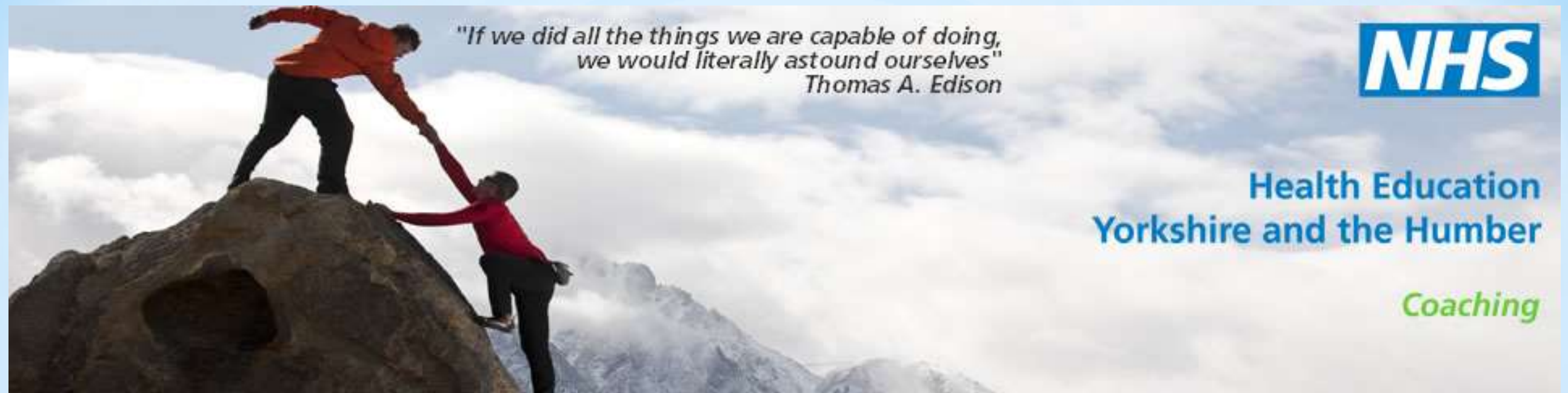
# Who might want coaching?

- 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.”



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## 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."





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## Where can I find out more?

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

