

## **COVID-19 HR Factsheet: Coaching and Mentoring Support for Line Managers and Senior Leaders**

### **1. Introduction**

To help you lead your team compassionately and inclusively during these extraordinary times, Our NHS England & Improvement have developed a suite of management and leadership support offers. They have partnered with selected coaching companies and other leading-edge organisations to provide free, confidential, 1-2-1 coaching or mentoring support sessions for all NHS and social care leaders.

This factsheet provides further information on the three types of coaching and mentoring support that is available for managers and senior leaders, including how to access the sessions:

- Coaching Support: Leading in the moment-available for all managers at all levels
- Coaching Support: Leading in and through a crisis-available for senior leaders only
- Mentoring support-available for all managers at all levels

### **2. Coaching Support: Leading in the moment**

**This coaching support is available for managers at all levels**

You will be matched with an experienced coach who will support you in finding real-time solutions to help you move forward if you:

- want to appraise your decision-making, planning or the options available to you
- are experiencing a block in your thinking about tackling the many dilemmas you find yourself facing as a manager

With a focus on building strengths, this can help you to find positive ways forward and overcome your immediate challenges.

**Support will be provided:**

- virtually, across two 45 to 60-minute sessions
- by experienced executive-level coaches, with many years' experience of coaching across a wide variety of different sectors and contexts
- in partnership with several selected executive coaching companies

### 3. Coaching Support: Leading in and through a crisis

#### **This coaching support is available for senior leaders**

You will be matched with an experienced coach who will work with you to strengthen your leadership by creating space for you to stand back, slow-down and reflect if you want to:

- appraise your decision-making in the midst of the current crisis
- find ways to create time and space to consider how to lead the transition into the future state

Providing you with the opportunity to enhance your decision making, to 'hold steady' in and through this crisis and to build and maintain personal resilience in order to effectively role-model effective, inclusive and compassionate leadership.

#### **Support will be provided:**

- virtually, for up to a maximum of twelve 45 to 60-minute sessions (completing December 2020)
- by experienced Save the Children UK coaches with over 10 years' experience of coaching leaders working in humanitarian crisis response
- in partnership with Save the Children UK (SCUK)

Please note that as capacity for this offer is limited, priority will be given to those with significant organisational, system or national-level leadership roles. You will be asked to make a short case for how you meet these criteria and how you, your team and/or patients will benefit from the coaching

### 4. Mentoring Support

#### **This mentoring support is available for all leaders at all levels**

You can be matched with an experienced army leadership mentor who will support you in finding real-time solutions if you are a leader and:

- are needing to stand back and appraise your decision-making 'in the immediate moment'
- would value a mentor to support you in tackling the complexities of responding to the current crisis
- wish to address and plan practically for the many dilemmas you are facing right now or anticipate in the near future

A Military mentor of similar seniority, up to and including ESMs and Board members, will support you in finding real-time solutions to help you move forward, find positive ways to stay resilient and overcome your immediate challenges.

**Support will be provided:**

- virtually, 2 hours per week, for up to a maximum 3 months
- by experienced Army Mentors with significant experience of mentoring leaders in crisis response contexts
- in partnership with The Centre for Army Leadership

## 5. How to access Coaching & Mentoring Support

For further information on this offer please visit the Our NHS People website here:

<https://people.nhs.uk/support-for-leaders/coaching-and-mentoring-for-leaders/>

To access an offer you must register [here](#)

The information you provide will be used to match you with a coach or mentor.

For further information or to express an interest please email [englad.covid19-coachingandmentoring@nhs.net](mailto:englad.covid19-coachingandmentoring@nhs.net)

## 6. Further Information and Useful Links

Supporting our leaders to support their team is crucial during these extraordinary times and the Our NHS People website has various support tools available for all staff to access. Support ranges from Leadership support circles, links to wellbeing apps and helplines and short guides to improve and discover new skills.

All this can be found by visiting the website:

- <https://people.nhs.uk/>
- <https://people.nhs.uk/support-for-leaders/>
- <https://people.nhs.uk/help/>
- <https://people.nhs.uk/all-guides/>