Coaching for GP Commissioning Pathfinder Leaders

Funding available for team & individual sessions with coaches experienced in working with the NHS

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Dr Penny Newman, GP, PCT Associate Medical Director, and EoE SHA Commissioning Consultant

The offer

A comprehensive package of support for GP Commissioning Leaders is currently being developed by the National Leadership Council, in collaboration with GPs and others. Executive coaching funded by the NLC is the first part of that support to be made available, and is being launched at the National Pathfinder Learning Event. You may choose to take up one or both options:

- Individual Executive Coaching – four fully funded two-hour sessions, and feedback using our LQF 360° (Leadership Qualities Framework) online tool
- Team Coaching – up to three fully funded sessions of team coaching

How coaching can help GP Consortia – teams and individuals

Coaching can help improve performance, productivity and delivery of objectives, but can also help at times of career transition and change. As Dr Penny Newman, GP says:

“Coaching is an invaluable opportunity to explore really difficult issues and have constructive challenge and feedback from someone who has my best interests at heart. My coach really listens, questions, tests hypotheses, gets me to think from different perspectives and helps me formulate a plan that is more likely to succeed because I am committed to it and have thought it through thoroughly.

I think all clinicians who are leaders should have access to coaching to help them make difficult commissioning and management changes in a very complex system, and can see it is even useful with our patients. The principles and skills really help to get things done, and others to take responsibility, while at the same time improving relationships.”

Dr Penny Newman
GP, PCT Associate Medical Director, and EoE SHA Commissioning Consultant

For many, coaching proves to be the most highly impactful development support they will experience – and requires only a small time commitment. Research has shown that coaching can be of real benefit to individuals during their first 100 days in a new role.

“At its broadest level, coaching can be defined as unlocking a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them.” (Whitmore 2002)

“Executive Coaching is facilitating learning and moving executives from excellent performance to peak performance.” (Feldman and Lankau 2005)
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The Options:

- **Individual Executive Coaching**
  Target Audience: GP Leaders of Pathfinder Consortia

The National Leadership Council will fully fund four two hour sessions with one of the Executive Coaches on the NHS Institute for Innovation and Improvement’s register of coaches, and one feedback session using the LQF 360° (Leadership Qualities Framework) online tool. This offer will be available to GP leaders in all pathfinder consortia.

There are 24 coaches on the register, all of whom have undertaken a comprehensive assessment centre process, and were selected from more than 350 applicants. We believe they are some of the very best in the country, in terms of their coaching abilities, ability to work with a client, and to work in the most effective and appropriate way for that client.

All of the coaches have worked with NHS staff in the past and are well briefed on the NHS reforms and – in particular - GP commissioning.

- **Team Coaching**
  Target Audience: Emerging Consortia Senior Teams

In addition, or as an alternative to individual executive coaching, you may choose to engage a coach for up to three sessions of team coaching with your emerging consortium senior team.

"Your coach has excellent insight into the workings of GP practices and the demands on GP time. He used this understanding to appropriately challenge our working practices and helped us to build a cohesive and effective senior leadership team."  Senior Partner, GP Practice West Mids

"Team coaching provided the rigour, insight and challenge to enable us to provide our organisation with the leadership it needs.”

"These sessions have helped us to clarify our purpose and key goals, identify and work through a number of the key challenges we face…"

Cost

The first four two hour sessions for individual coaching and one LQF 360° feedback session will be fully funded by the National Leadership Council. In addition (or as an alternative), up to three sessions of team coaching will be fully funded for each consortium.

To access coaching support:

Please contact the Leadership team at the NHS Institute for Innovation and Improvement: email: leadership@institute.nhs.uk or telephone: 0845 862 0036

GP Pathfinder coaching offer v 19.4.11