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| **Bitesize Coaching** Frontline Leaderscid:image002.png@01D6CEED.24ECFB90 |
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| In response to the additional challenges this winter, we are pleased to introduce our Bitesize Coaching offer to support Frontline Leaders across the South West.We are working with a team of professional coaches who will provide focused, short-term support in the form of a 45-minute virtual or telephone coaching session. These are designed to offer a safe space where Frontline Leaders can reflect on and explore their concerns, needs and challenges in a constructive way.We are conscious of the current operational pressure and the fact colleagues may not see this opportunity. If there is a more effective way for us to share our Bitesize Coaching offer with Frontline Leaders, please do let us know by emailing Leadership.SW@Leadershipacademy.nhs.uk. **What is Coaching and how can it help?**At its purest, coaching is the art of truly listening and asking questions that help the coachee generate insights and new perspectives to help empower them and move forward in a positive way. This can be achieved in a short space of time in a confidential environment where it feels safe to share vulnerabilities and issues that might otherwise inhibit progress.**What topics can I bring to coaching?**Every coachee has their own unique challenges so people using this service will do so for a whole host of reasons, which might include the following:* Stress, overwhelm and exhaustion
* Tensions with colleagues, stakeholders, their seniors or people they lead
* A new role, a new team or additional responsibilities
* Increasing pressure, complexity and ambiguity
* Juggling competing workloads
* Impending difficult conversations
* Uncertainty about what to do next
* Issues with confidence, impostor syndrome or managing boundaries
* Simply wanting to feel heard and understood in a non-judgemental way.

Coaching has provided an outlet and support recently for leaders across frontline care. Some examples are (but not limited to):* Helped an **ICU Anaesthetist** to deal with overwhelm in the height of the epidemic, build short and medium-term coping strategies and give him confidence to address stress responses in his junior colleagues and direct them to get much-needed support
* Enabled a **new consultant** to get to grips with the politics and difficulties of running the surge rota and helped her to grow in confidence, silence dissenting voices and take more appropriate ownership
* Changed a shy, perfectionistic **senior medic** into a courageous, assertive leader aligning competing priorities and agendas
* Helped a dietetic **medical lead** avoid a recurrence of the burnout she’d suffered a few years before despite returning from maternity leave in the start of the epidemic and needing to reallocate her 40-strong team across three new locations
* Enabled an **occupational therapist** to develop innovative and practical ways to offer support to patients despite the limitations Covid imposed on her normal ways of working
* Provided a confidential ear to a **nurse**who wanted to express her concerns and worries to someone who would listen in a non-judgemental way

**Target audience:**Frontline Leaders across the South West region.**How will the coaching sessions take place?*** The coaching session will be offered at a time to suit you Monday – Friday, between 8am and 8pm. Your session time will be agreed between you and your coach.
* The Bitesize coaching session will last approximately 45 minutes.
* You will be invited to indicate your preferred method of coaching (MSTeams/Skype/Zoom/Facetime/Phone Call)
* Ideally, find a private space where you feel comfortable and won’t be overheard
* Applications will be reviewed on a weekly basis and we will be in touch to confirm the outcome of your application the following week and to introduce you to your coach supplier organisation.

**Coaching providers:**We are working with selected coaching providers to provide free, confidential, 1-2-1 coaching. Our providers are Insightful Exchange, LeaderSpace and Crisp:cid:image003.png@01D6CEED.24ECFB90cid:image004.jpg@01D6CEED.24ECFB90Crisp CPD Logo**How to apply for a Coaching session:**To apply for a Coaching session, please follow the link below, fully complete the online application form. Applications will be reviewed on a weekly basis and we will be in touch to confirm the outcome of your application.[**Please click here to apply for a place on this programme.**](https://healtheducationyh.onlinesurveys.ac.uk/bitesizecoaching1)**Equality, Diversity and Inclusion Statement of Commitment:**We are committed to creating a learning and working environment which is inclusive of all our participants. The South West Leadership Academy strives to empower under-represented communities. We aim to eliminate any disadvantage based on age, disability, marriage, civil partnership, race, culture, religion or belief, lack of religion or belief, sex, gender identity, sexual orientation, pregnancy, maternity or any other minority characteristics. If we can make any adjustments to enable you to access and participate in our event, please get in touch with our Inclusion Coordinator Mr Erk Gunce (pronouns: he/him/his). We also welcome any general comments on the inclusivity of our events. We will work with you to address your concerns in a respectful, dignified manner. |

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