

NHS England and Improvement: Strengths Coaching

Proposal for second round

Purpose

To continue to build capacity within NHS England and Improvement for strengths-based coaching using Gallup's CliftonStrengths framework, with strong emphasis on the organisation's BAME community.

Audience

The programme is aimed primarily at BAME employees with prior experience in coaching and/or facilitation, with an intention to have strong representation across all regions.

Three cohorts of up to 16 people are expected to complete the programme.

Programme structure



The programme comprises three half-day learning sessions to be facilitated using MS Teams. A Team will be set up for the programme with a channel for each cohort – this will be the “one-stop shop” for all programme communications and resources.

On enrolment, participants will be invited to complete the CliftonStrengths assessment, bringing their Top34 strengths report with them to the first learning session.

Coverage

Core content in the three learning sessions will be as follows:

Session One – the strengths breakthrough

- The strengths philosophy – rationale, origins, criticisms and applications
- Understanding your profile – strengths themes and categories
- The role of the strengths coach
- Establishing the coaching relationship

Post-session work

- Identify a coachee
- Consolidate your understanding of the 34 strengths themes

Session Two – strengths coaching

- Name it, claim it, aim it – helping your coachee interpret and action their profile
- First impressions - starting the coaching conversation –
- Powerful questions
- Building commitment?
- What about weaknesses?

Post-session work

- Complete a strengths de-brief with your coachee
- Record your reflections on the process and outcomes

Session Three – Coaching managers and teams

- Review of initial coaching experience
- Team scenario – exploring and building on a team's strengths
- Supporting managers to adopt a strengths-based approach
- The Gallup platform – providing technical support for CliftonStrengths assessments
- Your coaching signature

Post-session work

- Devise and post a personal Strengths Coach profile