

Different time, different focus, different **coach**...

Coaching Case Study

West Midlands Coaching and Mentoring Pool



I accessed a coach a few years ago with the aim to develop more confidence in my abilities and to make a broader contribution to work streams I was involved with. Following 5 sessions with a coach, my manager at the time, acknowledged how I had grown significantly over the six months both within the role, general presence and in my broader impact.

When I was asked to be involved in a new project to develop an IT and digital solution for Social Care Case Management it was recognised that coaching could again be of benefit. The new project required working across Children's and Adults Social Care and was quite political. I had some challenging relationships in my new role which I had to make work and I also wanted to maximise my impact in meetings.

I had benefitted so much from coaching previously that I welcomed the chance to develop myself through coaching for a 2nd time. I decided that due to the new focus of what I was trying to achieve I wanted to work with a different coach. The coaching gave me an alternative outlook and

helped me transition in to my new role much better. Through my most recent coaching experience I have built my resilience and grown 'a thicker skin'.

I got very different things out of both my coaching relationships but both my coaches were really valuable to work with. They had different styles, different ways of working and helped me develop different skills. Having an idea about how you want to develop yourself through coaching is really valuable to help choose the right person for you.

Programme Manager, County Council

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