

Scottish Coaching Collaborative – Frequently Asked Questions

What is the Scottish Coaching Collaborative?

The Scottish Coaching Collaborative is an exciting, ground-breaking partnership, supported by the Public Service Collaborative Learning (PSCL) to provide in-house trained coaches to work across public sector organisations.

Why have a Scottish Coaching Collaborative?

The public sector continues to face challenges and more than ever needs to develop its workforce. Coaching is widely recognised as a way to support and enhance the skills of individuals who need to bring organisations through these difficult times. Coaching helps an individual improve their performance and realise their potential, subsequently leading to better outcomes.

The Scottish Coaching Collaborative provides:

- An efficient and responsive coaching service.
- Access to cross-sector internally trained coaches on the coaching collaborative Bank.
- Access to independent executive coaches at competitive rates.
- A network to support and nurture a public service coaching culture.
- Quality assured coaches.
- CPD for coaches.
- A Public Sector Coaching Framework to provide standards and governance.

How does it work?

Individuals looking to work with a coach will be matched to a coach from our register of in-house trained coaches. Coaching takes place on a no-fee flexible time banking agreement. If your needs cannot be met from in-house coaches, we have a bank of independent executive coaches which you can access at a competitive rate.

Organisations pledge to:

- Use in-house trained coaches from the Scottish Coaching Collaborative to meet or extend access to coaching for people in their organisations.
- Allow their employees who have been trained in-house as coaches to work across organisational boundaries and coach people from other public services.

Coaches pledge to adhere to ethical standards and governance arrangements.

Coachees pledge to stand by the coaching agreement reached with their coach and their organisation.

How much does it cost?

No fee is charged for coaching using an in-house trained coach because participating organisations have agreed to a reciprocal time bank or skill exchange. If you choose to use an independent executive coach from our register, the cost is a competitive market rate.

Who is it for?

It is available for anyone in public services who feel they would benefit from this particular form of personal development (so not just leaders and managers).



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Why do people come to coaching?

People chose to use a coach because they are ready to make a change and take steps to achieve their ambitions.

For example:

- To deal with something urgent, exciting or difficult.
- Develop knowledge, skills and confidence.
- A desire to accelerate results (e.g. new role, different expectations)
- Gain perspective and clarity with complex, difficult choices.
- Utilise all abilities and resources available to them not just the ones they usually use.
- Gain perspective on their motivations and balance life and work to maximise potential and wellbeing.

Who are the Coaches?

The coaches are employees who have been trained to coach within their organisations and who have been quality assured as coaches to work across organisational boundaries.

What happens in a coaching session?

After an initial meeting to get to know each other and identify specific outcomes, coaching sessions can be face to face, on the phone or video link – whatever works best. The coach will listen deeply, ask insightful questions and may provide additional resources to support your thinking and actions.

How long does a coach work with the individual?

The duration and frequency of coaching can vary depending on your coaching goals. Typically a coaching contract is for 6 x 2hr sessions about 6-8 weeks apart.

How do you judge the success of coaching?

The success of the coaching will be measured in two ways: external indicators of performance reviewed at various points and internal indicators of success based on your sense of satisfaction and stretch in relation to your coaching goals. An evaluation framework is in place to help you capture learning as you go along.

How does a coach get onto the register?

Complete an application form and coaching profile and forward it to the person in your organisation who manages coaching. They will authorise it and forward it to the Collaboration where it will be added to the register.

How does an individual access a coach from the register?

Ask your training and development team about who deals with coaching in your organisation. They will explain the simple process to follow. If stuck, just visit the Scottish Coaching Collaborative on the Knowledge Hub or drop us a note at twitter.

What quality assurance is in place to protect people?

The Coaching Framework is based on good practice set by International coaching organisations and provides safeguards and assures:

- Coaching Standards
- Coaching Processes
- Coaching Governance

Get involved

To get involved in the Scottish Coaching Collaborative, please contact your local training and development team. For more information on the Scottish Coaching Collaborative and Workforce Scotland please visit:



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www.workforcotland.com