

NWAS LIS

Coaching and Mentoring: a Quick Guide

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Introduction

Coaching and mentoring are an integral part of the of the NHS frameworks for leadership and professional development. They are also important skills for public service managers and usually form part of management development programs. This guide gives a very brief introduction to coaching and mentoring and points you to resources you can use **now** to find more advice and information. Some resources require an [NHS Athens](#) account. In addition some web sites may require free registration. These are indicated in the guide.

Quick Guide to Resources for Coaching and Mentoring

The [websites](#) provide brief overviews of coaching and mentoring, in particular what is unique about each approach and what are the differences between them. The CIPD and Management Mentors require an individual registration. [Journal articles](#) provide first person insights into coaching and mentoring from experienced business professionals. The [eBooks](#) in this guide look in detail at coaching (Rogers 2012 & Whitmore 2009) and coaching and mentoring (Connor 2007 and Megginson & Clutterbuck 2005) and coaching and mentoring in a health care context (Foster-Yurner 2006).



Resources: Websites

CIPD Coaching and Mentoring Factsheet

[<http://www.cipd.co.uk/hr-resources/factsheets/coaching-mentoring.aspx>]. **

Management Mentors

[<http://www.management-mentors.com>] Commercial website selling mentoring services, however, the website offers useful free to access resources as well as White Papers for download with a free registration. See Sections on the website for Blogs and Resources. **

NHS Connecting for Health Mentoring and Coaching

[<http://www.connectingforhealth.nhs.uk/systemsandservices/icd/informspec/careerplan/phi/personal/learningweb/personal/mentoring>]

NHS Connecting for Health Mentoring Toolkit

[<http://www.connectingforhealth.nhs.uk/systemsandservices/icd/informspec/careerplan/phi/personal/learningweb/personal/mentoring/toolkit>]

NHS Leadership Academy Executive Coaching

[<http://www.leadershipacademy.nhs.uk/grow/top-leaders-programme/executive-coaching/>]

North West Mentoring Scheme

[<http://www.nwmentoring.nhs.uk>]

**Individual free registration required.



Resources: Journal Articles

Beagrie, S. & Murray, F., 2003. **How to find a mentor.** *Personnel Today*. January 17, 2006; 4. Available from:

<http://search.ebscohost.com/login.aspx?direct=true&db=heh&AN=23495654&site=ehost-live> [Accessed 06 March 2013]. *

Fillery-Travis, A., & Lane, D., 2006. **Does coaching work or are we asking the wrong question?** *International Coaching Psychology Review*. 1 (1), 23 – 36. Available from:

http://eprints.mdx.ac.uk/5797/1/Does_coaching_work.pdf [Accessed 06 March 2013].

Gallo, A., 2011. **Demystifying Mentoring.** *HBR Network Blog*. Available from:

<http://blogs.hbr.org/hmu/2011/02/demystifying-mentoring.html> [Accessed 06 March 2013]. **

Hirsch, M.S. & Kinal, T.S., 2012. **Five Coaching Strengths that Produce Champions.** *HBR Network Blog*. Available from:

http://blogs.hbr.org/cs/2012/08/five_coaching_strengths.html [Accessed 08 March 2013]. **

Moscinski, P., 2003. **Passing on the Mentoring Torch.** *Healthcare Executive*, 18(6), p 50. Available from:

<http://search.ebscohost.com/login.aspx?direct=true&db=heh&AN=11126700&site=ehost-live>

[Accessed 06 March 2013]. *

*Requires an [NHS Athens Account](#). **Individual free registration required to HBR web site.



Resources: eBooks

Connor., M., 2007. **Coaching And Mentoring At Work: Developing Effective Practice.** Maidenhead: Open University Press. Available from:

<http://lib.mylibrary.com/Open.aspx?id=352491&Ref=Athens> [Accessed 1 March 2013]. *

Foster-Yurner, J., 2006. **Coaching and Mentoring in Health and Social Care: the Essentials of Practice for Professionals and Organisations.** Milton Keynes: Radcliffe Publishing. Available

from: <http://www.mylibrary.com/?ID=22250&Ref=Athens> [Accessed 18 February 2013]. *

Meggison, D., & Clutterbuck, D., 2005. **Techniques for Coaching and Mentoring.** Oxford: Elsevier Butterworth-Heinemann. Available

from: <http://lib.mylibrary.com?id=96452&Ref=Athens> [Accessed 26 February 2013]. *

Rogers, J., 2012. **Coaching Skills: a Handbook.** 3rd ed. Maidenhead: Open University. Available from: <http://lib.mylibrary.com?id=355622&Ref=Athens> [Accessed 26 February 2013].*

Whitmore, J., 2009. **Coaching for Performance: GROWing Human Potential and Purpose: the Principles and Practice of Coaching and Leadership.** 4th ed. London: Nicholas Brealey. Available from:

<http://lib.mylibrary.com?id=289424&Ref=Athens> [Accessed 15 February 2013]. *

*Requires an [NHS Athens](#) Account.



Resources: NWAS LIS Website

Visit the [NWAS LIS web pages](#) for more information on the resources available to you, or e-mail your Librarian, Matt Holland [Matt.Holland@nwas.nhs.uk] for help.