

Coaching & Mentoring Presentation

Student name: Nomathemba Amanda Socikwa

Student ID: 2128581

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Lecture: Farah Islam

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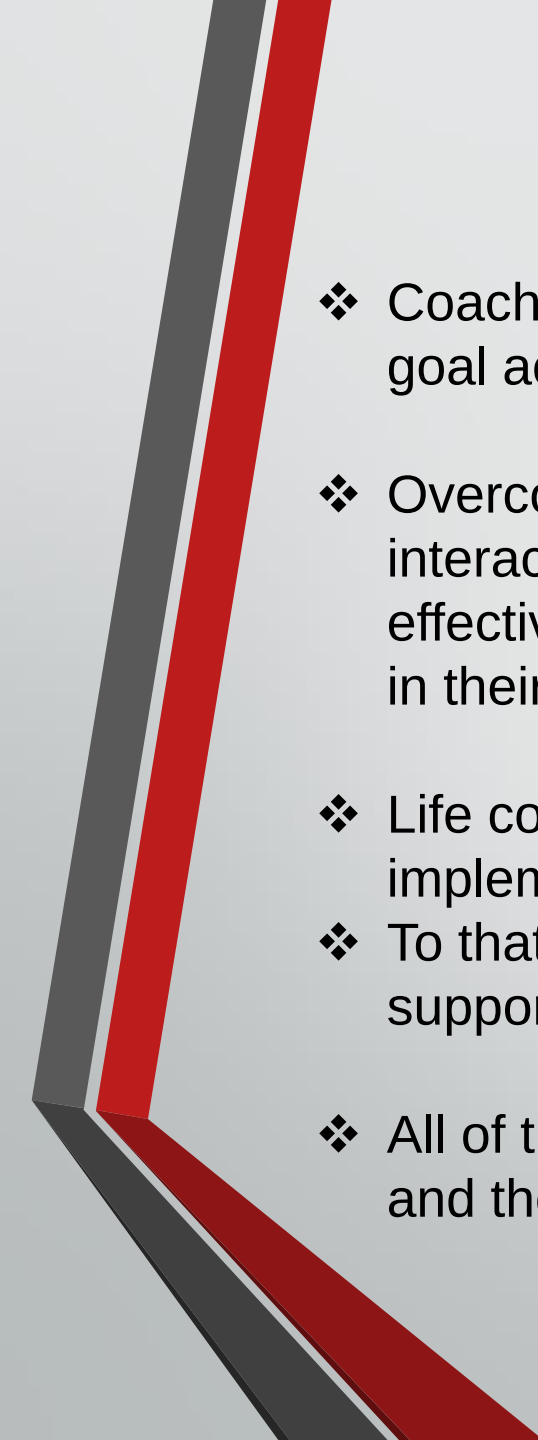
Introduction

- ❖ This presentation is going to look at:
- ❖ What is coaching?
- ❖ What is mentoring?
- ❖ Why is coaching and mentoring are relevant to working within Health & Social Care.
- ❖ One example of how to use the skills in Health & Social Care



What Is Coaching

- ❖ A process that allows for learning and development, as well as improved performance, it refers primarily to short-term performance improvement in a specific skill area (Megginson and Clutterbuck 2011)
- ❖ Simply coaching enables a person, group, or team to move from where they are now to where they want to be through an exploration and action process.
- ❖ A coach's role is to guide and inspire his or her client to gain a better understanding of their aspirations, goals, and life purpose, as well as to make the necessary behavioural changes to ensure the realisation of those objectives and desires.

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- ❖ Coaching assists the client by setting clear, motivating goals. Identifying roadblocks to goal achievement Investigating and overcoming mental barriers.
 - ❖ Overcoming specific emotional or practical difficulties, Self-awareness and interpersonal interactions are improved. Increasing your ability to manage decisions and actions more effectively, Increasing emotional ownership and self-responsibility Increasing their belief in their abilities, Developing clear action plans and identifying the next steps.
 - ❖ Life coaches help their clients look to the future by assisting them in designing and implementing their own solutions to problems and challenges.
 - ❖ To that end, the coach listens carefully, questions, reflects, encourages, challenges, and supports.
 - ❖ All of this is accomplished through a series of focused questions, objective feedback, and the use of powerful tools and techniques.

Benefits of Coaching



Here are the skills & qualities that make a great coach.

- ❖ Coaching is founded on some fundamental principles that set it apart from the other disciplines:
- ❖ It assists the client in looking ahead to the goals they wish to achieve.
- ❖ It is action-oriented, with the goal of bringing about change and practical results.
- ❖ It should empower the client to have greater self-management skills for future success.
- ❖ It must be results-driven, with a focus on clearly defined goals and outcomes.
- ❖ It encourages clients to create their own solutions based on their beliefs and values.
- ❖ A coach does not pass judgement on the client's decisions or actions, but rather initiates a conversation that allows for self-reflection.
- ❖ The coach-client relationship is one of mutual respect and trust, with the shared goal of achieving the desired results from coaching.
- ❖ In summary, coaching assists people in determining where they are now, what real challenges must be faced, and what obstacles must be overcome.
- ❖ Finally, it results in clear decisions, specific plans, and committed action.

Self-experience coaching a service user promoting recovery on self-management

- ❖ Establishing specific and attainable goals
- ❖ Motivating goals: To have medication on time and to understand the medication and its side effects.
- ❖ To conduct medication research in a local library.
- ❖ Identifying impediments to goal achievement.
- ❖ Unwillingness to motivate due to mood or medication side effects.
- ❖ Overcoming mental obstacles.
- ❖ Continue taking medication to avoid relapse.
- ❖ Plan in place: four weeks review
- ❖ Use the recovery model.
- ❖ According to www.mentalhealth.org.uk The recovery model is a framework or guiding principle that focuses on identifying and building resilience in individual service users. Hope, self-determination, self-management, empowerment, and advocacy are the five core domains of the recovery model that are central to all recovery paradigms therefore the client here is working on her self-management.

What Is Mentoring

- ❖ Mentoring is derived from the Greek myth of the king who asked Mentor, an older and wiser man, to look after his son while he was away.
- ❖ It is primarily concerned with identifying and nurturing potential for the whole person. It can be a long-term relationship in which the learner sets the goals, which may change over time (Megginson and Clutterbuck 2011).
- ❖ Mentoring is about more than just giving advice; it's about motivating, empowering, and assisting the other person in understanding themselves, their goals, and how they can achieve them.
- ❖ It's also about assisting one another in resolving problems, whether directly or through advice and sharing experiences.
- ❖ Mentors have generously offered their time to assist students with their career development.
- ❖ A mentor can provide at least one hour per week or month, depending on their work schedule.
- ❖ Student must drive the relationship.
- ❖ To make the most of the opportunity, it is critical to recognise that students drive the mentoring relationship.

Self-experience Mentoring in a rehabilitation ward.

A student wants to achieve a task on communication, record keeping and listening skillset.

1. One-on-one sessions between mentor and mentee to foster trust.
2. To deal with the task and plan how to achieve it within a week.
3. Task communication, note taking, record keeping, and listening skillset.
4. Accompany the mentor to a client review meeting, listen, and take notes.
5. Participate in an MDT Multi-Disciplinary Team meeting with a mentor ask questions.
6. Meet with mentor to discuss the review and the MDT meeting, if any changes or new plans were made for the client.
7. When the task is completed, the registered mentor should sign and comment on the achieved task.
8. The student to reflect and feedback their experience.

According to the Johari window model, each of the four window panes represents personal information, feelings, motivation, and whether that information is known or unknown to oneself or others (Koca and Erigüç 2020). As a result, the mentor-mentee relationship encompasses the Johari window model.



Access information and
advice from an
experienced
professional

Increase your knowledge and
confidence to have a clearer career
direction and reach your
aspirations



Benefits of Mentoring

Gain key skills, like
communication

Explore what you do
and don't want/like

Discover your
strengths



Mentoring has many advantages for students.

Get information and advice from a seasoned professional.

Discover your strengths and learn new ones.

Investigate what you like and dislike.

Increase your knowledge and confidence to have a clearer career path and achieve your goals.

Learn important skills such as how to communicate.

Mentoring Benefits for Mentors

It's a satisfying feeling to know that your advice has helped a student advance.

Your mentee can help your business while being mentored, demonstrating that mentoring is a two-way street.

The benefits of having a mentor.

The student mentee directs the mentoring.

Inspiring and empowering

A private one-on-one collaboration

Sharing knowledge and experiences

Assistance with professional development

Nomathemba Amanda Socikwa



Working within Health & Social Care.

- ❖ Communication with clients, Multiple Disciplinary Team, and students.
- ❖ Assisting the student to achieve their skills
- ❖ Trustworthy relationship with people you work with
- ❖ Encourage each others development



LifeXchange
Benefits of Mentoring and Coaching ...

References

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