

## Coaching Skills for Leaders – Train the Trainer Facilitator

### Role Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>Evidence of coaching development and practice</li> <li>Evidence of ongoing development and review of practice, for example attendance at CPD and Supervision sessions</li> </ul>	<ul style="list-style-type: none"> <li>Qualified to ILM7 / EMCC Practitioner level</li> <li>Facilitator of the NHS 360 Healthcare Leadership Model</li> </ul>
Skills, Knowledge & Understanding	<ul style="list-style-type: none"> <li>Strong inter-personal skills, especially:                             <ul style="list-style-type: none"> <li>Listening skills</li> <li>Verbal communication skills</li> </ul> </li> <li>Excellent facilitation skills</li> <li>Innovative, with the ability to “think differently” and challenge current behaviours and mind-sets</li> </ul>	<ul style="list-style-type: none"> <li>Awareness / understanding of the Systems Leadership Model</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Actively engages in coaching conversations as part of their leadership role</li> <li>Experience of other development approaches (e.g. mentoring, action learning sets, clinical supervision)</li> <li>Experience of working with a wide range of leaders across the NHS and wider system</li> <li>Excellent leadership and influencing skills</li> </ul>	<ul style="list-style-type: none"> <li>Active coach in own organisation and across the East Midlands</li> <li>Experience of more than one organisation, preferably from different parts of the health care system</li> <li>Has managed challenge and can demonstrate how they have learned and changed behaviours as a result.</li> </ul>

<p>Personal Attributes &amp; Abilities</p>	<ul style="list-style-type: none"> <li>• Coaching role model and can enthuse others</li> <li>• Committed to the continuous development of self and others</li> <li>• Evidence of personal development and a clear desire to further their own learning and development:             <ul style="list-style-type: none"> <li>• Able to learn from experience through reflexive activity</li> <li>• Seeks feedback to improve</li> <li>• Adapts to change and new challenges</li> </ul> </li> <li>• Evidence of personal insight: self-knowledge and self-awareness</li> <li>• Open, honest communicator</li> <li>• Exemplary behaviours, consistent with the NHS constitution</li> <li>• Commitment to improve services and the quality of patient care</li> <li>• Ability to understand impact of change on other to help to deal with change positively</li> <li>• Politically aware and the ability to manage conflicting view points</li> <li>• Understanding of the future challenges facing service delivery</li> <li>• Committed to equal opportunities, diversity and inclusion</li> <li>• Open to new ideas and change, and actively promotes new ways of working.</li> </ul>	<ul style="list-style-type: none"> <li>• Has an understanding of the complexities of human interactions</li> <li>• Has a 'starting from strengths' perspective rather than working from a deficit model</li> </ul>
<p>Other</p>	<ul style="list-style-type: none"> <li>• Follow EMCC guide of Code of Ethics</li> <li>• Passion to build / increase a coaching culture within own organisation and wider system.</li> <li>• Flexibility to travel</li> <li>• Has clear support of their line manager and organisation to commit both time and effort to the delivery of the workshops.</li> </ul>	