

Health Education England

Supporting leadership development through coaching and action learning set facilitation

“I met Cheryl during a clinical fellowship year at an NHS arm’s length body. This assignment stretched my personal resilience, systems working skills, leadership style and general self-confidence. It also was a key pivotal point in my career and generally pushed me out of my comfort zone.

Cheryl provided a professional and friendly safe space with time to reflect and challenge my thinking productively. I was surprised at how quickly we formed this working relationship and trust. Without doubt Cheryl's skilful listening and skills sharing made a huge difference to my own personal development, growth and resilience both during my fellowship and subsequently.”

AHP Clinical Fellow

“Cheryl has supported the development of National Allied Health Professional Clinical Fellows both with individual coaching, but also acted as a facilitator for a series of action learning sets over an 18-month period. She has been invaluable at supporting the clinicians taking up new and challenging roles, and was able to skilfully coach them to develop new skill sets to enable them to work across the national arm’s length bodies and the wider health and social care system”

*Beverley Harden, National AHP Lead
Health Education England*

Background

- Health Education England (HEE) supports the delivery of healthcare and health improvement by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours.
- NHS England, NHS Improvement and HEE recruit a number of Clinical Fellows to support and deliver on the national allied health professional agenda (AHP)

Activity

KayHill Consulting:

- Provided MBTI assessment and feedback to Clinical Fellows
- Provided 1-1 coaching sessions to Clinical Fellows
- Facilitated action learning sets with the Clinical Fellows

Results

The Clinical Fellows as a result of coaching and supporting development through action learning set facilitation:

- Took action towards achieving their own goals.
- Become more self-reliant and able to adapt to the ambiguous national role.
- Contributed more effectively to the team of Clinical Fellows, working across the organisational boundaries.
- Worked more productively in their roles.
- Gained confidence and realised the value of their own leadership.

