

HR COACHING SERVICE

for Practice Managers and Primary Care Leaders

Who is it for?

HR Coaching is a pilot programme launched across Kent & Medway, designed to support Practice Managers and multi-professional Primary Care managers; the programme will provide a foundation for Human Resources to clinical and non-clinical leaders in addressing workforce issues, building organisational culture and promoting staff retention as well as providing a first step in their leadership journey.

If you are in a management position and feel that you need help with driving your workforce forward, implementing a new process or introducing change, this mentoring programme is for you.

What topics can be discussed?

- Assisting performance management
- Preparing and supporting people through change
- Supporting self-directed learning and development
- Sharing resources
- Implementation of new processes and procedures
- Supporting staff wellbeing
- Improving staff retention
- Any other HR matters

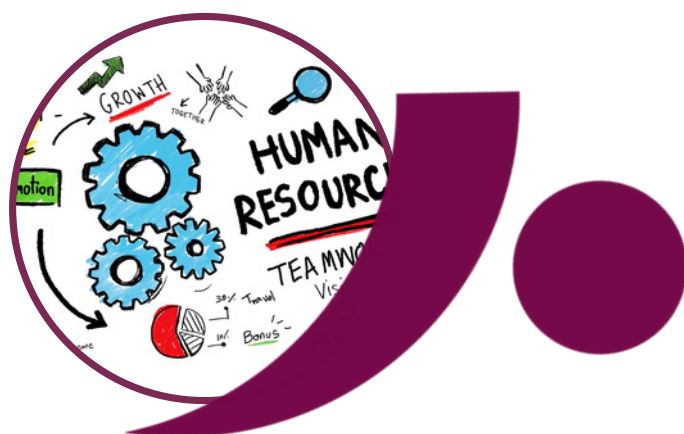
How does it work?

The pilot programme will offer up to 6 fully-funded individual mentoring sessions (60-90min each). The HR Coach will listen and assess their Coachee's strengths, areas of improvement and objectives in the area of HR Management to help them lead their own development, plan short and long-term goals to improve their knowledge and confidence.

What are the benefits of this scheme?

- Building understanding of HR processes
- Implementing change
- Increasing confidence in managing workforce
- Building skills in addressing conflict
- Increasing staff retention

If you're interested in the programme, please write to kmpcth@nhs.net stating your name, role, practice/PCN and "HR Coaching".



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