



## GROWTH programme

GROWTH (GROWing Talent in Health) is Waitemata DHB's in-house development coaching programme. It's a talent retention and development initiative to support our current and future leaders. Our trained in-house coaches provide cross-Service and cross-disciplinary development coaching which focuses on leadership and capability.

Our definition of coaching is: *'Coaching is partnering with coachees in a thought-provoking and creative process that inspires them to maximise their personal and professional potential'* (International Coaching Federation).

### Participants

GROWTH provides a development opportunity for:

- Experienced leaders wanting personalised development;
- Those transitioning into their first or a new leader role;
- Other high performing, high potential staff who we wish to develop and retain.

Previous coachees have included team leaders, charge nurse managers, project managers and other senior clinical and non-clinical staff.

### Programme criteria

Applicants for the GROWTH programme will meet the following criteria:

- Strong track record for meeting or exceeding performance expectations;
- Potential to develop in a leadership capacity. May have some leadership or managerial element to their role, although they do not need to have 'Leader' or 'Manager' in their job title;
- A role model for good professional and leadership practices;
- Positive attitude to self-development;
- Motivated to engage in coaching;
- Committed to developing their career at Waitemata DHB.

In addition, applicants must have had a performance development discussion with their manager in the last 6 months and have completed the self-assessments on *My Career PATH*

### Features of GROWTH coaching

Coaching is client-centred, strengths-based and provides a safe, confidential relationship within which the coachee can advance their professional development goals.

- Coachee selects their coach from those available
- Works on specific agreed developmental objectives
- Coaching sessions of approximately one hour are held at regular intervals, usually fortnightly or monthly for a set period of time, usually to a maximum of 6 - 10 sessions, agreed between the coach and coachee.
- Coach/coachee relationship is a collegial relationship
- A coach is not a trainer or a supervisor and does not necessarily know how to do things better than the coachee
- Coaching techniques include listening, reflecting, asking questions and providing feedback to facilitate awareness and understanding and promote action.

**Note** that GROWTH does not provide skills coaching (supporting someone to learn a new skill or how to do the job) or performance coaching (supporting someone to improve performance). GROWTH is also not intended as a substitute for professional supervision, nor for the direction, feedback and coaching that the coachee's line manager provides.



## Application Process

1. Applicant completes GROWTH application form (available from [kathryn.scott@waitematadhb.govt.nz](mailto:kathryn.scott@waitematadhb.govt.nz) ). The form must be approved by the applicant's line manager and be endorsed by two colleagues.
2. Applications are reviewed by the GROWTH selection group (Career Development Consultant; Group Manager, HR; and one of our coaches).
3. Successful applicants will then be provided with access to profiles of coaches to select from.

Please note that your preferred coach may not be immediately available: it may be necessary to wait a few weeks until they complete their coaching sessions with their current coachee.

## Testimonials

- “The growth programme assisted me to become focused on what I should be doing and has given me the motivation to strive for goals set.”
- “I have regained my self-confidence and vitality in life and passion for nursing”.
- “The growth programme has confirmed to me how much I enjoy the work I do.”
- “Assisted me to realise my own potential and assisted me with self-confidence.”

## Contact

If you want to know more about the GROWTH programme, please contact Kathryn Scott, Awhina Education, ext. 6895.