

What are people saying about GROWTH?

“I found the coaching invaluable in helping me to challenge myself ... I found (my coach) to be extremely skilled and also was excellent in challenging me in areas of personal growth to do some good self-reflection”.

“I have regained my self-confidence and vitality in life and passion for nursing”.

“When we take the time to celebrate rising stars and invest together in their growth through coaching, the organization really is demonstrating the value of *everyone matters*”.

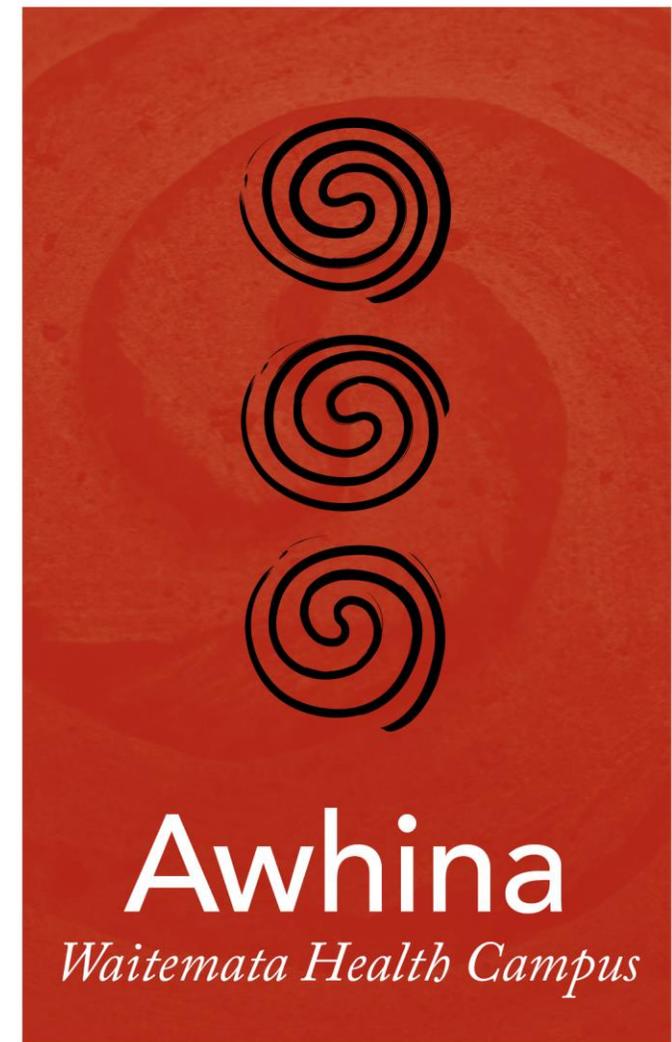
“I am really grateful to have had the opportunity to be a coachee in the programme and would highly recommend the programme to others”.

Want to know more?

If you'd like to know more or would like to apply for coaching, please contact:

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GROWTH
GROWing Talent in Health

Strengthening support for learning, research, innovation and collaboration with tertiary education & research organisations in Waitemata District

www.awhinahealthcampus.co.nz

What is GROWTH?

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

'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).

What is development coaching?

Development coaching is a confidential, structured, reflective learning process that helps people identify their goals, identify what enables and hinders them, gain new insights, harness their own resources, plan and take effective action.

Who is GROWTH for?

GROWTH is for high performing and high potential staff. Previous coachees have included team leaders, charge nurse managers, project managers and other senior clinical and non-clinical staff.

Successful applicants will have:

- Strong track record for meeting or exceeding performance expectations;
- Potential to develop in a leadership capacity;
- Commitment to self-development and to developing their career at Waitemata DHB.

For full programme criteria see

<http://staffnet/LearningAndDevelopment/documents/GROWTH%20description.pdf>



What might I discuss in coaching?

GROWTH focuses on the development of leadership and related capability and skills. You will work on specific developmental objectives, identified with your coach. Here are some examples of the types of issues previous coachees have brought to coaching:

- Building confidence as a new or aspiring leader
- Applying learning from a leadership programme into leadership practice
- Exploring leadership style and its effects
- Change leadership.

Who are the coaches?

Coaching is provided by a trained colleague in another Service and/or professional group from within our DHB. All our coaches have successfully completed a Coach Development programme and participate in ongoing learning and development. You will select your coach from profiles of coaches currently available.



Some of the GROWTH coaches.

“best care for everyone

This is our promise to the Waitemata community and the standard for how we work together.

Regardless of whether we work directly with patients/clients, or support the work of the organisation in other ways, each of us makes an essential contribution to ensuring Waitemata DHB delivers the best care for every single patient/client using our services.

“everyone matters

Every single person matters, whether a patient/client, family member or staff member.

“connected

We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients/clients and their families.

“with compassion

We see our work in health as a vocation and more than a job. We are aware of the suffering of those entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do everything we can to relieve suffering and promote wellbeing.

“better, best, brilliant...”

We seek continuous improvement in everything we do. We will become the national leader in health care delivery.