

South Tees Coaching Network: Julian Wenman

My General Information	
First Name	Julian
Last Name	Wenman
Email Address	Julian.wenman@nhs.net
Job title	Service Manager - JCCI
Work type (e.g.) nursing, medicine, admin	Middle / Operational Management
Department	JCCI
Collaborative	JCCI
Telephone Number	54012 or 07827 840014
Clinical Background	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

My Coaching Profile

Qualification, level and experience, please indicate yes to those applicable

- ILM5 (The Institute of Leadership & Management)
- ILM7 (The Institute of Leadership & Management)
- ACC (Associate Certified Coach)
- PCC (Professional Certified Coach)
- ICF (International Coach Federation)
- ICTA Foundation - Individual Team Coaching Accreditation (International Coach and Trainer Association)
- EQA (European Quality Award)
- EIA (European Individual Accreditation)
- Foundation
- Senior
- Master
- In Training
- Level 5 Coaching Professional apprenticeship
- None
- Other

Any other skills you would like to record

- 16PF
- 360 Degree Feedback (Healthcare Leadership Model (HLM))
- Action Learning
- Belbin
- Coaching Supervisor
- MBTi
- DISC
- NLP
- Team Coach (Qualified)
- Enneagram
- Hogan
- Insights Discovery
- Affina OD Team Coach
- Saville Assessment

	<input type="checkbox"/> Honey & Mumford <input type="checkbox"/> Firo-B <input type="checkbox"/> Group coaching <input type="checkbox"/> Schwartz rounds <input type="checkbox"/> Focus Groups <input type="checkbox"/> Compassionate Circles <input type="checkbox"/> Appreciative Inquiry <input type="checkbox"/> Process Mapping Force field analysis <input type="checkbox"/> Process Mapping Lean <input checked="" type="checkbox"/> Prince2 <input checked="" type="checkbox"/> SWOT <input checked="" type="checkbox"/> PESTLE <input checked="" type="checkbox"/> Other skills, tools, qualifications Please specify: Mentoring Programme manager for the NHS Graduate Leadership Scheme Qualified Teacher
Are you currently registered with an Accredited coaching/mentoring Professional Body? Please select	<input type="checkbox"/> ICF (International Coach Federation) <input type="checkbox"/> EMCC (European Mentoring and Coaching Council) <input type="checkbox"/> ILM (The Institute of Leadership & Management) <input type="checkbox"/> AOC (Association of Coaching) <input type="checkbox"/> N/A <input type="checkbox"/> Other No, not yet
Able to support (please select all that apply)	<input checked="" type="checkbox"/> Administration and Clerical <input checked="" type="checkbox"/> Chief Executive <input checked="" type="checkbox"/> Clinicians / Practitioners <input checked="" type="checkbox"/> Directors <input checked="" type="checkbox"/> Estate Staff <input checked="" type="checkbox"/> Exec Board Member <input checked="" type="checkbox"/> First line manager <input checked="" type="checkbox"/> Management Trainee

	<input checked="" type="checkbox"/> Graduate Management Trainees <input checked="" type="checkbox"/> Middle Managers eg, Dept / Service / Ward Managers <input checked="" type="checkbox"/> Network Lead <input checked="" type="checkbox"/> Non-Exec Board Member <input checked="" type="checkbox"/> Other National Leadership Academy Programme Participants <input checked="" type="checkbox"/> Primary care staff <input checked="" type="checkbox"/> Project Manager <input type="checkbox"/> Ready Now (National Programme Participants) <input checked="" type="checkbox"/> Senior Managers <input checked="" type="checkbox"/> Social care <input checked="" type="checkbox"/> Stepping Up (National Programme Participants) <input checked="" type="checkbox"/> Supervisors / Team Leaders
<p>I have experience in and am willing to work with a coachee to help them (please select all that apply)</p>	<input checked="" type="checkbox"/> Develop career direction and plan <input checked="" type="checkbox"/> Better understand the organisation and how to get things done <input checked="" type="checkbox"/> Develop actions and strategies for achieving outcomes in their work and how to get things done <input checked="" type="checkbox"/> Manage a transition into a new role / organisation <input checked="" type="checkbox"/> Review strengths and weaknesses and develop a self-development plan <input checked="" type="checkbox"/> Clarify outcomes, issues and goals <input checked="" type="checkbox"/> Health and Wellbeing <input checked="" type="checkbox"/> Review and support areas for professional and personal development <input checked="" type="checkbox"/> Consider a specific work-related topic or issue <input checked="" type="checkbox"/> Leading and managing change <input checked="" type="checkbox"/> Leadership and management development/performance <input checked="" type="checkbox"/> Communication, engagement and conflict <input checked="" type="checkbox"/> Assertiveness and confidence <input checked="" type="checkbox"/> Time management and personal effectiveness <input checked="" type="checkbox"/> Embedding learning from undertaking a Leadership Core Programme <input checked="" type="checkbox"/> Embedding learning from undertaking a training/development course

	<input checked="" type="checkbox"/> New to the NHS <input checked="" type="checkbox"/> Disputes, disagreements and relationships <input checked="" type="checkbox"/> Inclusion, diversity and staff networks <input checked="" type="checkbox"/> Personal effectiveness and interpersonal skills <input type="checkbox"/> Projects and programmes <input checked="" type="checkbox"/> Returning to work <input checked="" type="checkbox"/> Self-confidence and self esteem <input checked="" type="checkbox"/> Teams <input checked="" type="checkbox"/> Work-life balance <input type="checkbox"/> Other
Willing to enter into a coaching relationship of timescale (please select all that apply)	<input checked="" type="checkbox"/> Short term (e.g. one to six sessions in order to work through a reasonably specific issue and achieve a reasonably well-defined goal) <input checked="" type="checkbox"/> Medium term (e.g. up to a year in agreement with coachee, to work through a particular longer term goal, project and/or transition) <input type="checkbox"/> Long term (e.g. at different stages throughout a career) Will consider a one-off coaching session (e.g. interview preparation)
Working days (please select all that apply)	<input checked="" type="checkbox"/> Monday <input checked="" type="checkbox"/> Tuesday <input checked="" type="checkbox"/> Wednesday <input checked="" type="checkbox"/> Thursday <input checked="" type="checkbox"/> Friday <input checked="" type="checkbox"/> Saturday (Sat & Sun – on call) <input checked="" type="checkbox"/> Sunday
If you are currently a member of a Staff Network and would like to record this on your profile, please indicate which Network(s) you are a member	<input type="checkbox"/> BAME network (Black, Asian and Ethnic Minority) <input type="checkbox"/> LGBT network (Lesbian Gay Bisexual and Transgender Plus) <input type="checkbox"/> DAWN network (Disability and Wellbeing) <input type="checkbox"/> Carers network <input type="checkbox"/> Women’s network <input type="checkbox"/> Muslim network <input type="checkbox"/> Christian network

of (tick as many as are applicable)	<input type="checkbox"/> Equality Champions network <input type="checkbox"/> Menopause network <input type="checkbox"/> Multicultural network
My Coaching Bio	<p>I am particularly interested in supporting staff in developing their careers when they feel that might have “stalled” or become “stuck”. I’m also interested in a hybrid coaching / mentoring model (Woo 2017). Combined mentoring and coaching programs can significantly improve organizational commitment and performance where the mentor, coach and coachee have similar backgrounds and jobs. The research concluded that while a combined coaching and mentoring program can be very good for the organization overall, it only works if there are matches between the needs of the employee and the background of the coach or mentor – as such, I suggest using this approach with individuals in or seeking a management role / responsibility.</p> <p>My motivation to be a coach is the enjoyment of seeing individuals thrive and grow in confidence, which I feel comes from a background in education and outdoor sports.</p> <p>I have coached outdoor sports (climbing mostly) for 35 years) and have mentor in the workplace for about 20 years, most informally.</p> <p>As of today (November 2022) I am about to qualify as a coach after undertaking the formal course here at the Trust, and have formally coached 4 people within the Trust, and currently have 2 hybrid arrangement with individuals outside the Trust.</p> <p>I am also the Trust Programme Manager for the NHS graduate scheme and currently support 8 graduates. I am also an active participant in the Trusts Reciprocal Mentoring Scheme.</p> <p><i>Woo, H. R. (2017). Exploratory Study Examining the Joint Impacts of Mentoring and Managerial Coaching on Organizational Commitment. Sustainability, 9(2), 18. doi:10.3390/su9020181</i></p>
Number of coaching relationships I am willing to have at any one time	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input checked="" type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Actively seeking coaching relationships	<p>I am actively seeking coachees at present</p> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No