

South Tees Coaching Network: Leah Brette

My General Information	
First Name	Leah
Last Name	Brette
Email Address	Leah.brette1@nhs.net
Job title	Work Based Learning Training Advisor
Work type (e.g.) nursing, medicine, admin	Education
Department	Learning and Development
Collaborative	Strive
Telephone Number	07974 608876 EXT 54958
Clinical Background	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

My Coaching Profile

<p>Qualification, level and experience, please indicate yes to those applicable</p>	<p><input checked="" type="checkbox"/> Level 5 Coaching Professional apprenticeship</p>
<p>Proof of qualification</p>	<p>Please send certificate copy to stees.coaching@nhs.net</p>
<p>Any other skills you would like to record</p>	<p> <input type="checkbox"/> 16PF <input type="checkbox"/> 360 Degree Feedback (Healthcare Leadership Model (HLM)) <input checked="" type="checkbox"/> Action Learning <input type="checkbox"/> Belbin <input type="checkbox"/> Coaching Supervisor <input type="checkbox"/> MBTi <input type="checkbox"/> DISC <input type="checkbox"/> NLP <input type="checkbox"/> Team Coach (Qualified) <input type="checkbox"/> Enneagram <input type="checkbox"/> Hogan <input type="checkbox"/> Saville Assessment <input type="checkbox"/> Honey & Mumford <input type="checkbox"/> Firo-B <input checked="" type="checkbox"/> Group coaching <input type="checkbox"/> Schwartz rounds <input type="checkbox"/> Focus Groups <input type="checkbox"/> Compassionate Circles <input checked="" type="checkbox"/> Appreciative Inquiry <input type="checkbox"/> Process Mapping Force field analysis <input type="checkbox"/> Process Mapping Lean <input type="checkbox"/> Prince2 <input checked="" type="checkbox"/> SWOT </p>

	<input type="checkbox"/> PESTLE <input checked="" type="checkbox"/> Other skills, tools, qualifications Please specify: Wellbeing co-ordinator, mental health first aider,
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 checked="" type="checkbox"/> ILM (The Institute of Leadership & Management) <input type="checkbox"/> AOC (Association of Coaching) <input type="checkbox"/> N/A <input type="checkbox"/> Other
Able to support (please select all that apply)	<input checked="" type="checkbox"/> Administration and Clerical <input type="checkbox"/> Chief Executive <input checked="" type="checkbox"/> Clinicians / Practitioners <input type="checkbox"/> Directors <input checked="" type="checkbox"/> Estate Staff <input type="checkbox"/> Exec Board Member <input checked="" type="checkbox"/> First line manager <input checked="" type="checkbox"/> Management Trainee <input type="checkbox"/> Graduate Management Trainees <input checked="" type="checkbox"/> Middle Managers eg, Dept / Service / Ward Managers <input type="checkbox"/> Network Lead <input type="checkbox"/> Non-Exec Board Member <input 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 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
I have experience in and am willing to	<input checked="" type="checkbox"/> Develop career direction and plan

<p>work with a coachee to help them (please select all that apply)</p>	<ul style="list-style-type: none"> <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 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 type="checkbox"/> Teams <input checked="" type="checkbox"/> Work-life balance <input checked="" type="checkbox"/> Other- Infertility
<p>Willing to enter into a coaching relationship of</p>	<ul style="list-style-type: none"> <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)

<p>timescale (please select all that apply)</p>	<p><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)</p> <p><input type="checkbox"/> Long term (e.g. at different stages throughout a career)</p> <p>Will consider a one-off coaching session (e.g. interview preparation)</p>
<p>Working days (please select all that apply)</p>	<p><input checked="" type="checkbox"/> Monday</p> <p><input checked="" type="checkbox"/> Tuesday</p> <p><input checked="" type="checkbox"/> Wednesday</p> <p><input checked="" type="checkbox"/> Thursday</p> <p><input checked="" type="checkbox"/> Friday</p> <p><input type="checkbox"/> Saturday</p> <p><input type="checkbox"/> Sunday</p>
<p>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 of (tick as many as are applicable)</p>	<p><input type="checkbox"/> BAME network (Black, Asian and Ethnic Minority)</p> <p><input type="checkbox"/> LGBT network (Lesbian Gay Bisexual and Transgender Plus)</p> <p><input type="checkbox"/> DAWN network (Disability and Wellbeing)</p> <p><input type="checkbox"/> Carers network</p> <p><input type="checkbox"/> Women's network</p> <p><input type="checkbox"/> Muslim network</p> <p><input type="checkbox"/> Christian network</p> <p><input type="checkbox"/> Midlands Equality Champions network</p> <p><input checked="" type="checkbox"/> Menopause network</p> <p><input type="checkbox"/> Multicultural network</p> <p>Other- Childless not by choice- CNBC</p>
<p>Any other information that may be useful to a potential coachee, for example your special areas of interest in coaching, your motivation to be a coach, coaching</p>	<p>I am passionate about supporting people and keen to help them develop their skills, knowledge as well as their confidence and self-esteem. I want to support mentees to develop their self-awareness and gain self-belief, so they feel they can achieve their goals and aspirations. I want mentees to feel they can grow and develop in their current roles and progress further in their careers. My motivation is a personal one as I have received mentoring and coaching myself and I found it inspiring and very useful in my personal and working life. I discovered a lot about myself and what I could achieve with a little support and guidance from a like-minded mentor. I developed my confidence and felt able to 'have a go' and take risks, this led to me gaining a role I really enjoy and can progress and grow in. I am motivated to support and guide my NHS colleagues to develop</p>

<p>experience, number of coaching hours or clients to date etc.</p>	<p>themselves. I want to help people feel they can achieve what once felt out of reach or unobtainable. I enjoy guiding people to learn about themselves and how they work with or lead others. I enjoy watching people grow and learn they can do it and it's within themselves to achieve. My background as a training advisor in the private sector and within the NHS has given me valuable experience in mentoring learners as they progress through their apprenticeships. I supported them to learn work based skills and how to work in teams effectively. More recently I have mentored NHS staff in varied roles as they progress through their careers, as well as developing confidence and belief in their own capabilities. I have received feedback from mentees which said the support and guidance I have offered has encouraged them to feel they are able to move forward and develop skills such as: Leadership Communication Change management Time management skills I have worked with mentees using a variety of tools such as the comfort zone model, to help develop their self awareness and emotional intelligence. They have learned to feel comfortable in their capabilities and identify gaps in knowledge and skill without criticism. I have worked with mentees to understand how change can be useful as it helps us to adapt and move forward and not feel stuck, whether that change is planned or unplanned. I have used tools and models for example the S curve model to guide mentees to understand how to work towards risk taking and how this can impact positively on your confidence and self belief. I have mentored staff to achieve what they felt they couldn't achieve such as to lead teams and manage people effectively. I have effectively guided mentees to develop a sense of achievement and the belief they can achieve their goals and aspirations, but also to adapt when the opportunities change. 'Where one door closes another opens'. I have also supported mentees to develop awareness of their communication style and how they work with others. This can help create a better working environment and better productivity within the team. My personal style of mentoring is to share my personal experiences. I like to tell stories, share examples and create 'lightbulb' moments where we can learn, grow and move forward. I reflect back to goals and aspirations set from the beginning but recognise these are flexible and not set in stone. As the mentee, you're in control and can adapt your goals and aspirations as you need. I encourage reflection throughout to measure your progress and ask for feedback to ensure your journey is supported as you wish it to be.</p>
<p>Number of coaching relationships I am willing to have at any one time</p>	<p> <input type="checkbox"/> 1 <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 </p>
<p>Actively seeking coaching relationships</p>	<p>I am actively seeking coachees at present</p> <p> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No </p>