

# Coaching @ South Tees

## <<enter your name>>

Please update your profile using the form below. The more information you provide, the easier it will be for the right people to find your profile. Fields in grey will be removed from client facing information

My General Information	
First Name	Paul
Last Name	Williams
Email Address	<a href="mailto:Paul.williams54@nhs.net">Paul.williams54@nhs.net</a>
Job title	Senior OD & Improvement Partner
Work type (e.g.) nursing, medicine, admin	Leadership and Organisational Development
Department	STRIVE
Collaborative	Corporate
Telephone Number	07970308163
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

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

	<input type="checkbox"/> Honey & Mumford <input type="checkbox"/> Firo-B <input type="checkbox"/> Group coaching <input type="checkbox"/> Schwartz rounds <input checked="" 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 type="checkbox"/> Prince2 <input checked="" type="checkbox"/> SWOT <input checked="" type="checkbox"/> PESTLE <input checked="" type="checkbox"/> Other skills, tools, qualifications  Please specify:
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 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 type="checkbox"/> Network Lead <input checked="" type="checkbox"/> Non-Exec Board Member <input type="checkbox"/> Other National Leadership Academy Programme Participants <input type="checkbox"/> Primary care staff <input type="checkbox"/> Project Manager <input type="checkbox"/> Ready Now (National Programme Participants) <input checked="" type="checkbox"/> Senior Managers <input type="checkbox"/> Social care <input 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 type="checkbox"/> Review strengths and weaknesses and develop a self-development plan <input checked="" type="checkbox"/> Clarify outcomes, issues and goals <input type="checkbox"/> Health and Wellbeing <input 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 type="checkbox"/> Communication, engagement and conflict <input checked="" type="checkbox"/> Assertiveness and confidence <input 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 type="checkbox"/> New to the NHS <input checked="" type="checkbox"/> Disputes, disagreements and relationships

	<input type="checkbox"/> Inclusion, diversity and staff networks <input checked="" type="checkbox"/> Personal effectiveness and interpersonal skills <input type="checkbox"/> Projects and programmes <input type="checkbox"/> Returning to work <input type="checkbox"/> Self-confidence and self esteem <input checked="" type="checkbox"/> Teams <input checked="" type="checkbox"/> Work-life balance <input type="checkbox"/> Other
<p>Willing to enter into a coaching relationship of timescale (please select all that apply)</p>	<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 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) <input type="checkbox"/> Will consider a one-off coaching session (e.g. interview preparation)
<p>Working days (please select all that apply)</p>	<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 type="checkbox"/> Saturday <input type="checkbox"/> Sunday
<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>	<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 <input type="checkbox"/> Menopause network <input type="checkbox"/> Multicultural network

My Bio

No formal coaching qualifications but many years of experience since being taught coaching skills by David Moorcroft OBE, (former CEO of UK Athletics) using the GROW model in 1995.

Building on these foundations I expanded into team coaching and facilitation using creative problem-solving techniques as part of my MBA which I completed in 2005.

I'm particularly interested in team dynamics and keen to support anyone who is facing challenges in this area or managing change.