



20 YEARS OF PARTNERSHIP WITH THE NHS

The OCM - Leaders in Coach-Mentoring

The OCM recognises and understands the reality of the daily challenges that you and other NHS leaders face. For twenty years, we have partnered with NHS teams, navigating them through complex challenges and constant change, helping them emerge stronger and more adaptable. Our expertise in coaching and mentoring has empowered NHS leaders to make positive and lasting impacts. Here, we've detailed some of the projects we've supported and the changes that we've helped to deliver.

THE WORK WE DO WITH THE NHS



 <p>EXECUTIVE COACHING</p>	 <p>TEAM COACH-MENTORING</p>	 <p>BUILDING COACH MENTORING SKILLS IN LEADERS</p>	 <p>DEVELOPING INTERNATIONAL COACHES AND MENTORS</p>	 <p>APPRENTICESHIPS</p>
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THE CHANGES WE'VE INFLUENCED

<ul style="list-style-type: none"> ✓ DEVELOPING LEADERS & PROFESSIONALS ✓ IMPROVING PATIENT OUTCOMES ✓ SUPPORTING DOCTORS IN NEED ✓ IMPROVING TEAM PERFORMANCE 	<ul style="list-style-type: none"> ✓ EFFECTIVELY MERGING SERVICES ✓ GP MENTORING ✓ ADDRESSING UNCONSCIOUS BIAS ✓ MANAGING SYSTEMIC CHANGE
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COACHING AND MENTORING APPRENTICESHIPS

We are on the Salisbury and YPO Frameworks for Apprenticeships, with apprentices from several trusts studying both the Coaching Professional and the Learning and Skills Mentor Apprenticeships. The newer Learning and Skills Mentor Level 4 is perfect for Workplace Apprenticeship Mentors, Student Learning Mentors, Practice Educators, Clinicians, Formal Managers, and Wellbeing Allies interested in developing advanced communication skills. Using the levy, both qualifications offer a cost-free route to solving several strategic issues, and as organisational coaching experts, we have worked closely with our existing Trusts to ensure they maximise the benefits for both the individual learners and the organisation.

DEVELOPING NHS LEADERS AND PROFESSIONALS THROUGH COACHING

We work closely with senior leaders and professionals, providing one-to-one Executive coaching for NHS Trusts in SW England, clinical commissioning groups and NHS England. Outcomes include building resilience in self and others, leading change, transitioning into strategic roles, efficient use of resources, performance conversations and impactful feedback.

CREATING EFFECTIVE TEAMS WITH SYSTEMIC CHANGE

We designed and delivered a bespoke project for a senior team at a large teaching hospital, around systemic change in teams. We took on this OD assignment with a highly personalised 'Appreciative Enquiry' approach, improving team functionality and performance, focusing on the people as well as systemic factors which needed to be addressed to catalyse team performance.

IMPROVING PATIENT OUTCOMES

Partnering with EMLA (East Midlands Leadership Academy) as part of their initiative to improve patient outcomes, The OCM has trained c.150 senior clinicians to become skilled coaches. Each completed our EMCC accredited Coach Mentoring Diploma, and have used their coaching and mentoring skills to better lead their teams and have better patient conversations.



IMPROVING NHS TEAM PERFORMANCE

We provide Team Coaching to multiple teams across NHS Trusts. Outcomes include creating clarity and alignment of vision and priorities, as well as building trust and mutual commitment between team members, many of whom are under pressure. We have focussed on coordination, process, team efficiency and interactions between team members.

MERGING NHS SERVICES

When Procurement services were merged across four Trusts, The OCM stepped in to help the newly merged leaders create an effective team and manage challenges resulting from the merger. We delivered a combination of complex small group coaching around core challenges, and one-to-one individual coaching.

MENTORING GPs

As part of a nationwide GP mentoring scheme commissioned by NHS England, The OCM delivered coach mentoring training to experienced GPs who completed our Certificate in Coach Mentoring. This gave them the skills they need to support the development of new GPs in early careers and provide valuable mentoring.



ADDRESSING UNCONSCIOUS BIAS

The Princess Alexandra Trust approached The OCM for some in-depth work on the complex topic of unconscious bias. Our experts helped practitioners explore their biases with a dedicated workshop series. Outcomes included heightened self-awareness and an understanding of how to influence workplace equity.

SUPPORTING DOCTORS IN NEED

The Royal Medical Benevolent Fund invited The OCM to work with them to train a cohort of internal coaches to work with the beneficiaries. They developed coaching skills which are actively used to influence change and culture as they support Doctors who can no longer work, and their families.

THE OCM - AN OVERVIEW



FIND OUT MORE

Working with The OCM brings a valuable external perspective to your challenges, and a depth of expertise which is proven to help you achieve the change you need. We are incredibly proud of our track record with The NHS and continue to be committed to supporting you today and in the future.

All of these projects have started with a conversation.
Please email Sarah Tennant, sarah.tennant@theoem.co.uk or call us on **01869338989**.