

# Rebalancing Talent

## What is the purpose of rebalancing talent coaching?

- to encourage coachees to think optimistically about their career options
- to enable them to feel greater control of their career by making new choices
- to enable coachees to choose to extend their time working in the NHS.

## How does Talent Retention coaching work?

Retention coaching is about leaders being kind to themselves, and listening to their own needs .

- 1:1 Coaching Sessions with an experienced talent coach
  - 4-6 Sessions of 60 minutes duration
  - Confidential, creating a psychologically safe space
  - Each leader to commit additional time outside the coaching to help think key aspects of their career plan.
- Meetings regularly - for example, bi-weekly over a 2-3 month period.

## Three-Stage Process

### Stage 1 (1-2 Sessions)



- Where am I now?
- What are my values?
- What am I good at?
- What do I want from work/life/Blend?

### Stage 2 (2-3 Sessions)

Enables leaders to consider where they want to be; looking at key aspects of their life, goals, what they want from work and what opportunities are available.

- What are my career objectives?
- What opportunities are available?

### Stage 3 (1-2 Sessions)

This is about making it happen. It will help leaders to identify their strengths and weaknesses, any potential development gaps and what they need to do to achieve objectives.

- What hindrances/helps exist if I am able to achieve my objectives?
- What are my personal strengths?
- What are my next steps?