

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
- Meetings regularly - for example, bi-weekly over a 2-3 month period.
- 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.

Three-Stage Process

Stage 1 (1-2 Sessions)

Helps leaders to review where they are now, identify their values/motivations and confirm what they are good at and enjoy doing.

- 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?