

# Welcome to this workshop:

## How to develop collaborative system working through the lens of coaching

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*We will be exploring how as senior leaders within your organisations you can champion and encourage the adoption of a coaching culture, and how this can be transformative in supporting the transition to a successful Integrative Care System.*

Eastern **AHSN** 

Leading  
for care  
integration



- the big collaboration

This live session is repeated at the following dates and times:

Wednesday, 29 Sept:  
11.30-12.30pm

Monday, 4 Oct:  
2.30-3.30pm

Wednesday, 13 Oct:  
5.30 – 6.30pm

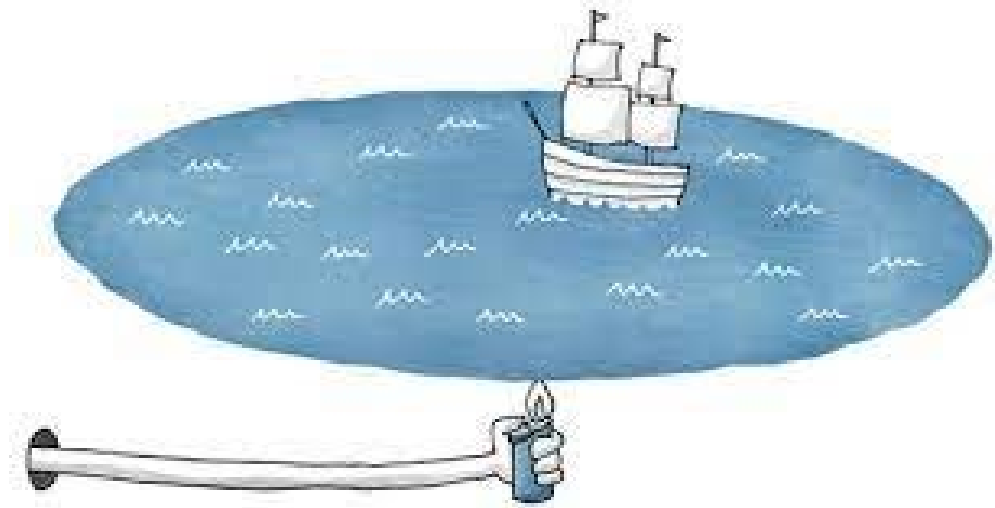
**NHS**

**Leadership Academy**

East of England



**WELCOME**



# OBJECTIVE

How can you develop/encourage a more collaborative culture to help deliver the Integrative Care Agenda?

ICS?

# THEMES

- Clarity
- COVID Negatives / Positives
- Commitment / Belief
- Concern / Fear
- Compassion
- Empathy
- Frustration
- Too much change
- 'Silos' & 'Stovepipes'
- Different Time lines/stages
- Trust
- Time – None / Bad / Not enough
- Lack of support
- Feedback
- Powerlessness
- Scope / Overwhelm
- Safety
- Excitement
- Creativity
- Opportunity

How can a coaching culture support  
/resolve some of these issues?

What is a coaching culture?

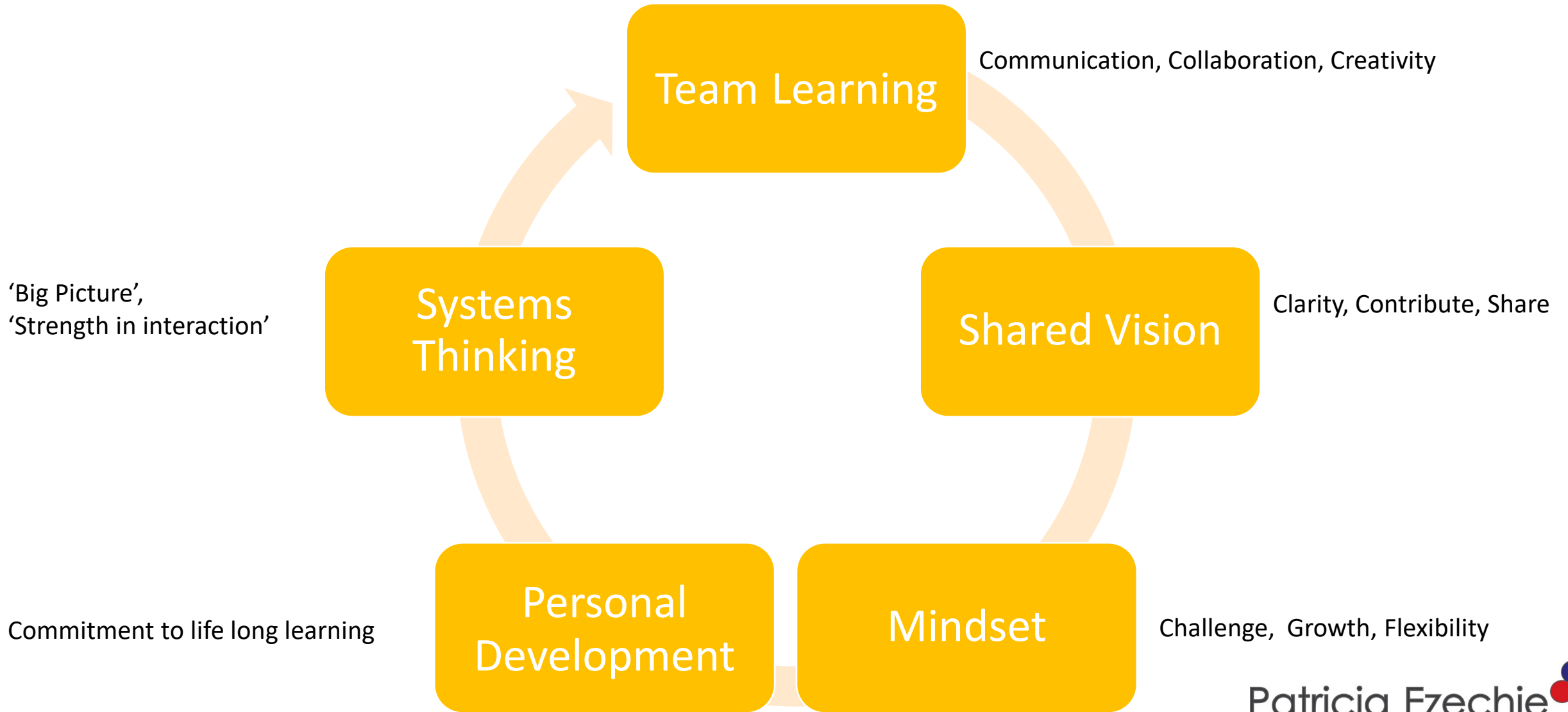


assets Learning Learning discussion recognition feedback reflection  
positive recognition discussion recognition authenticity reward  
Learning discussion challenging bravery  
discussion challenging reward opportunities challenging compassion  
trust assets growth trust growth  
positive knowledge training training authenticity  
knowledge assets Open training support support  
accountability reward Listening growth support reflection  
Empowering trust compassion reflection  
development growth Empowering feedback authenticity  
development bravery accountability development Learning  
reward Open Open bravery opportunities positive  
feedback Listening Open compassion • bravery opportunities positive  
Listening opportunities bravery compassion  
Empowering authenticity assets discussion support  
Empowering reflection training feedback

*“A culture where the commitment to grow the organisation is embedded in a parallel commitment to grow the people in the organisation.”*

David Clutterbuck

# Learning Organisation



# Benefits

- Development
- Increased Engagement
- Increased Collaboration
- Increased Creativity
- Improved Agility
- Flexibility
- Accountability
- Engaged Workforce

EFFECTIVE CHANGE

How do we develop/encourage a coaching culture with Integrative Care Systems in mind?

# It starts with YOU

- What behaviours are you modelling /encouraging?
- What culture are you nurturing / cultivating?
  - Yourself
  - Team
  - Organisation
  - System
- What culture are you creating?

# Behaviours

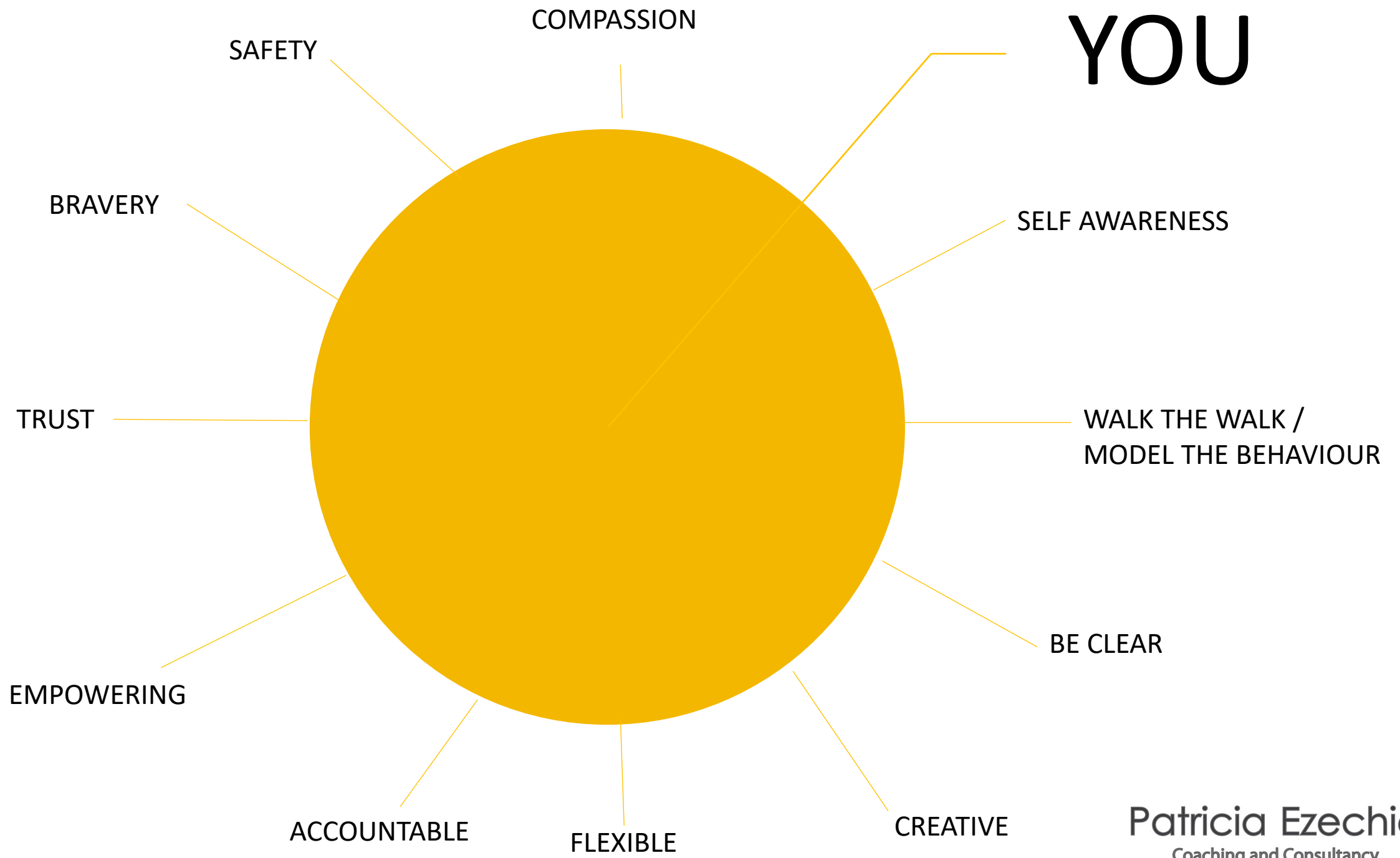
- Leading by example
- Feedback encouraged and listened too
- Encourage a culture for people to have conversations to learn and develop
- Empowerment
- Recognise not one best way to do something
- Allows full consideration of the various possibilities
- Positive and Negatives
- Inclusivity and enables each person to contribute
- Encourage authenticity
- Trust
- Safety
- Compassion and Empathy

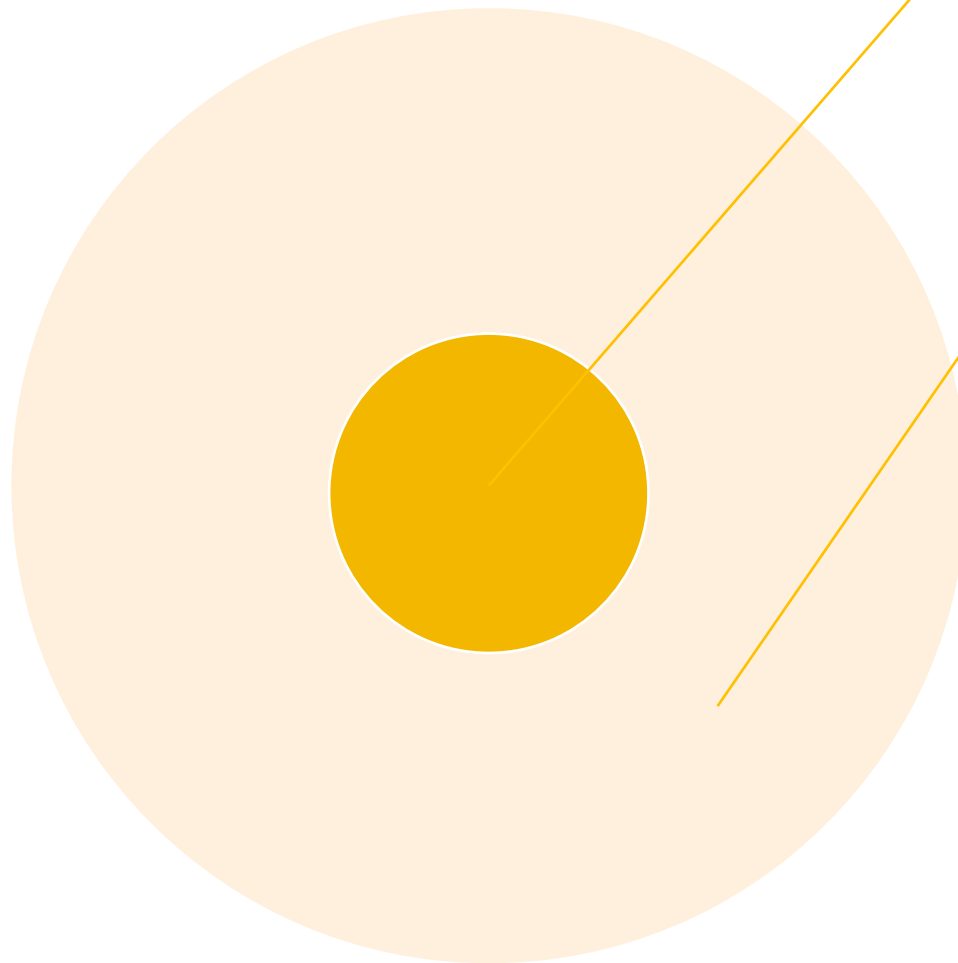
# Collaboration

- Clarity
- Communication
- Commitment
- Creativity
- Compromise
- Contribution
- Compassion
- Courage



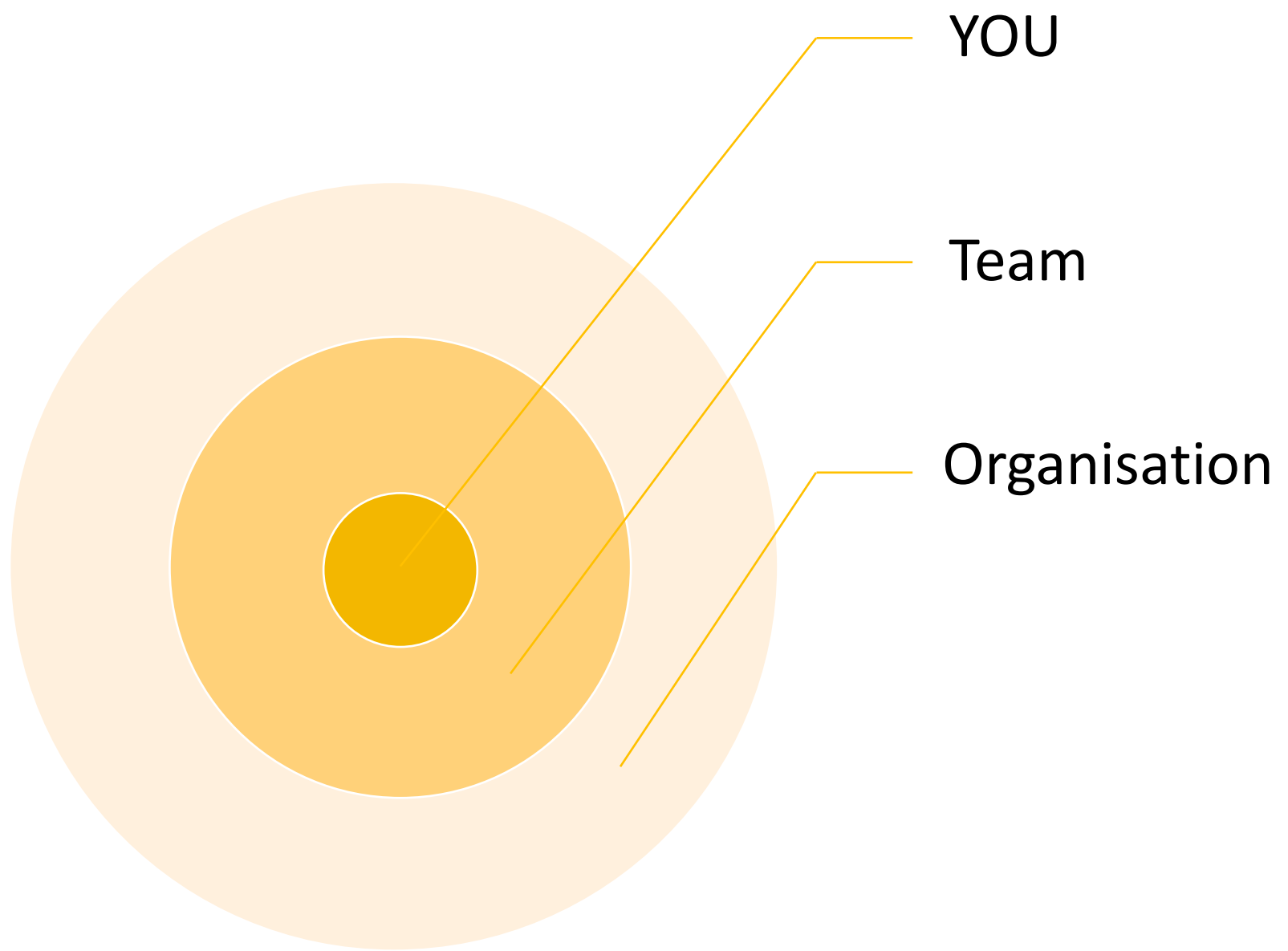
# YOU

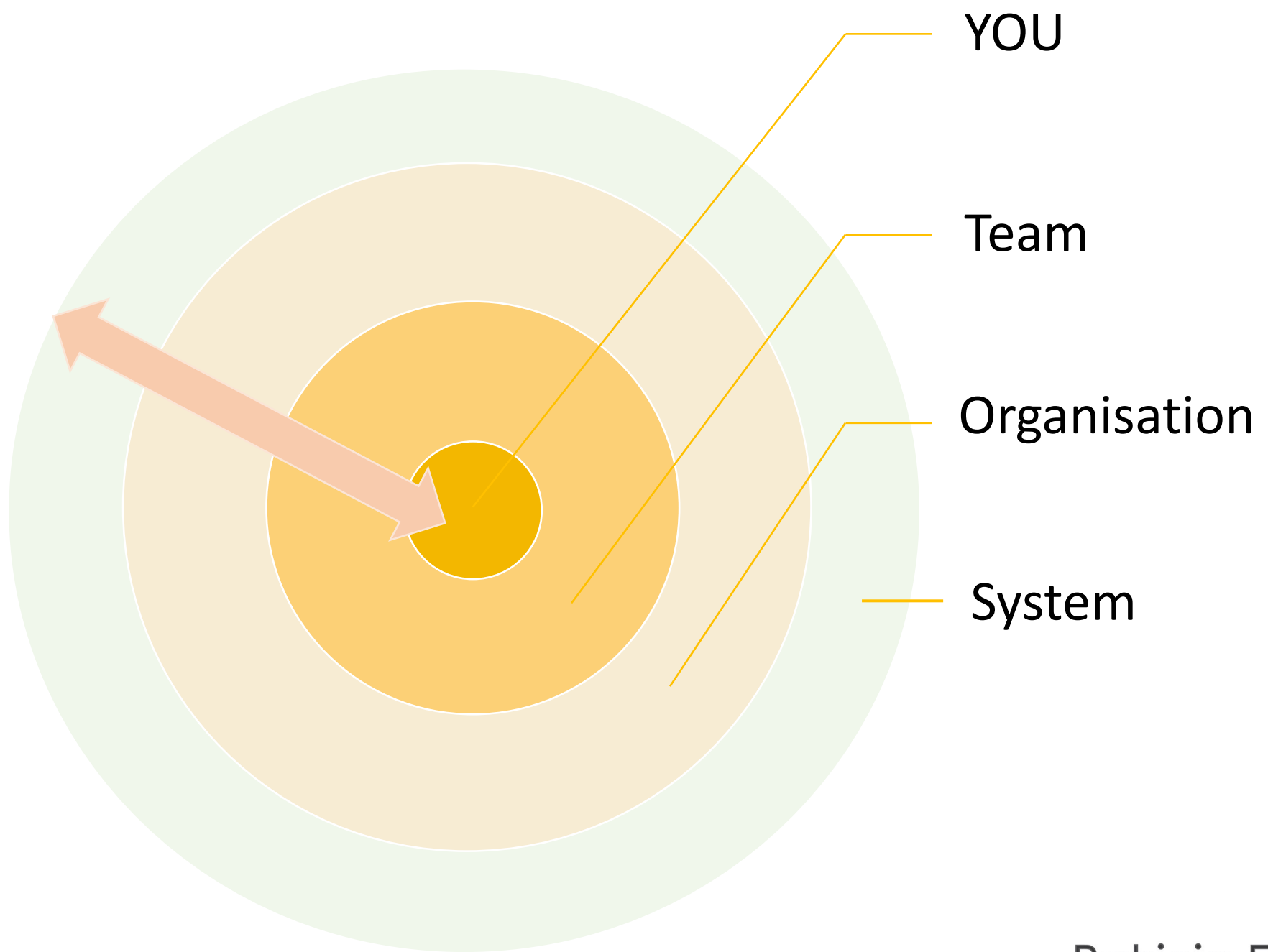


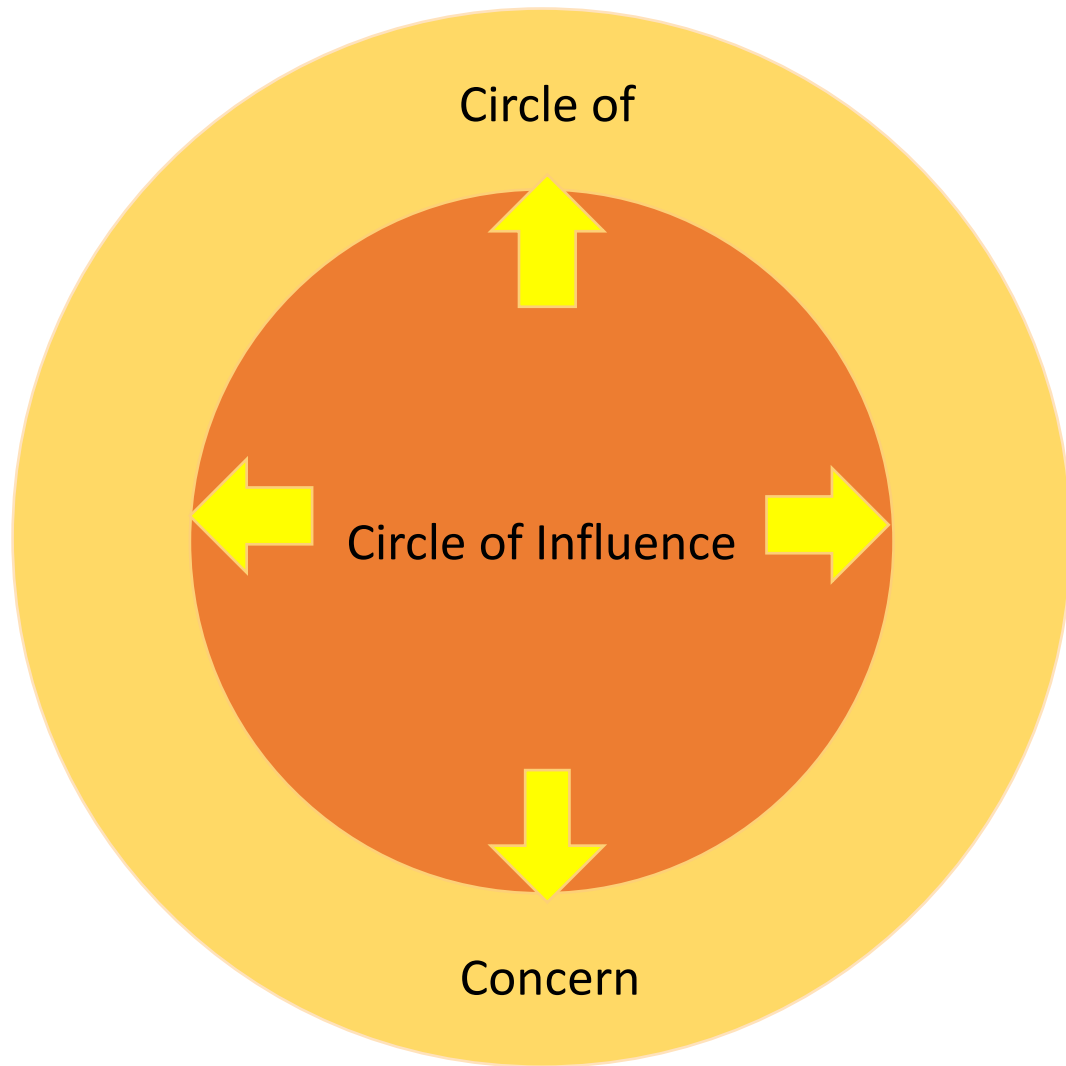


**YOU**

**Team**

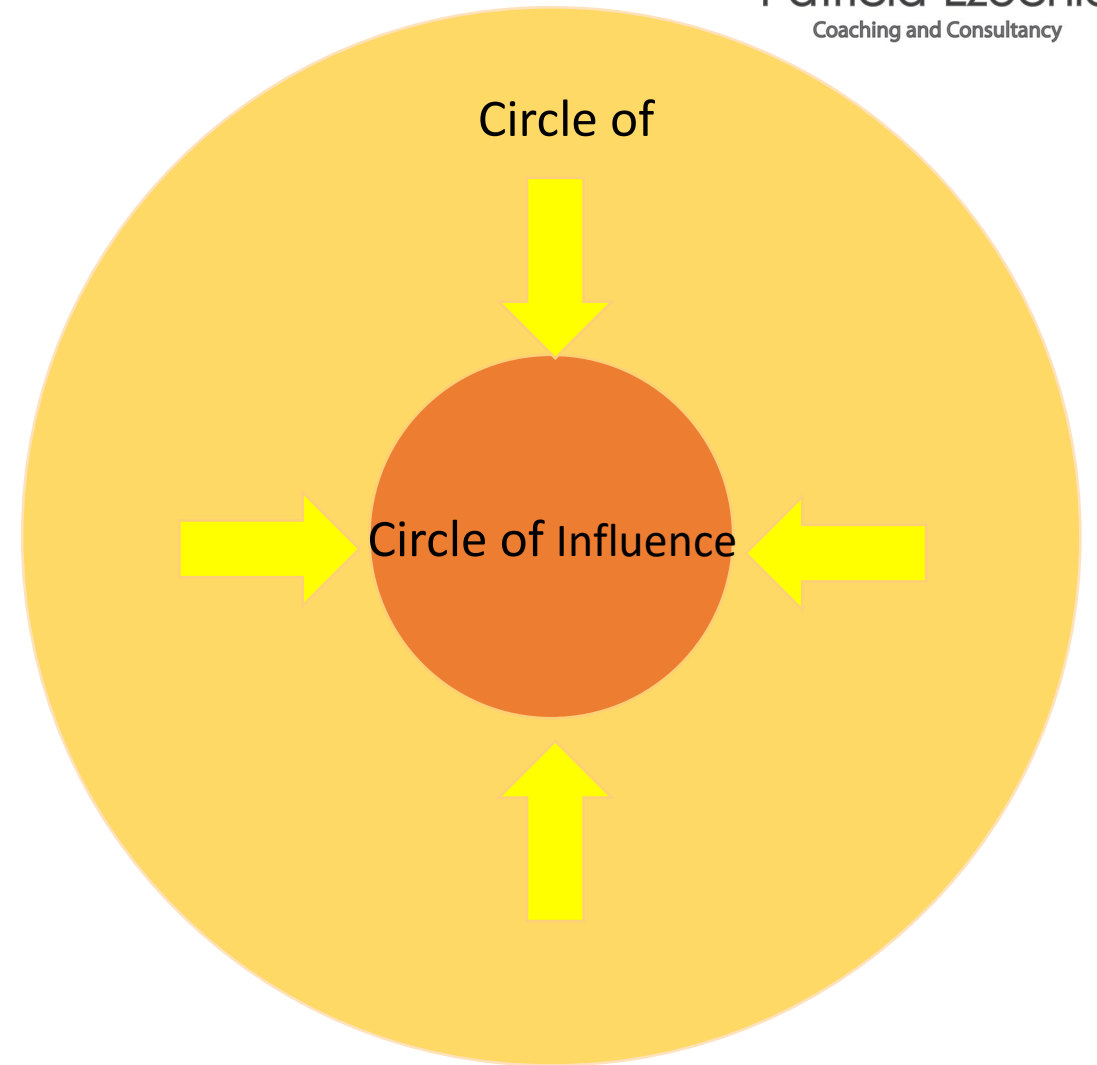






## PROACTIVE FOCUS

Positive energy enlarges circle of influence



## REACTIVE FOCUS

Negative energy reduces circle of influence

# Self coaching questions

1. Am I clear/ being clear on the outcome?
2. Am I communicating clearly, effectively, openly and honestly?
3. Am I present and fully participating/contributing?
4. Am I problem solving not axe grinding?
5. Am I future focused and creative / no baggage?
6. Am I really listening and hearing?
7. Am I asking questions - especially the difficult ones ?
8. Am I being compassionate and empathetic?
9. Am I being accountable?
10. Am I contributing to creating the 'right' environment?
11. Am I walking the walk?
- 12. How can we all win?**

# Action

- Keep
- Start
- Stop

# Questions / Sharing



THANK YOU

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