



REPORT OF THE SERVICE DIRECTOR, CUSTOMERS AND HUMAN RESOURCES

DEVELOPING A COACHING CULTURE IN NOTTINGHAMSHIRE COUNTY COUNCIL

Purpose of the Report

1. To inform Personnel Committee about the Council's success in having its Coaching Programme shortlisted for the Chartered Institute of Personnel and Development (CIPD), 2016 People Management Awards.

Information and Advice

Background

2. The CIPD is the independent, not for profit, professional body for HR and people development, with more than 140,000 members worldwide committed to championing better work and working lives. The Institute sets the standard and benchmark for excellence in people and organisational development and its annual People Management Awards celebrate this.
3. Nottinghamshire County Council's in-house Coaching Programme, designed and delivered by the corporate Workforce and Organisational Development team, was entered under the category for the Best Coaching and Mentoring Scheme.
4. As reported to Personnel Committee on 20th January 2016, the Council's Coaching Programme is designed to support organisational transformation through the development of a Coaching Culture. The programme is delivered through a Manager as Coach training programme and an in-house Coaching network.
5. The Coaching Programme is supported through the competency based Employee Performance and Development Review (EPDR) and Supervision process.

Criteria considered

6. In shortlisting the entries in this category the CIPD's judges were specifically looking for a clear link between a coaching (or mentoring) strategy and initiative to clear business goals, improvement or development needs.
7. The fact that the Council's Coaching programme underpins organisational transformation through the creation of a coaching culture and is a core element

of its new Workforce Strategy, which Personnel Committee approved on 25th May 2016, evidenced this to the judges.

8. The judges also looked for evidence of effectiveness in programme design, resourcing, delivery, supervision and outcomes which the team were able to demonstrate in their submission.
9. The County Council is the only public sector employer amongst the 6 employers to have been shortlisted in the coaching initiative category and will be competing for the winning place with major private sector employers.

Next Steps

10. Following the presentation of entries as the second stage of judging on 13th July, the winner will be announced at a national event on 27 September 2016.
11. Feedback from the ongoing process will be used to further develop the Council's coaching programme and promote it to managers and employees.
12. Members will be updated on the Council's progress.

Other Options Considered

13. No other options have been considered.

Reasons for Recommendation

14. To profile the Council's achievement in receiving high profile national recognition for the quality and effectiveness of its coaching programme and of the benefits this is bringing to both individual employees and the organisation.

Statutory and Policy Implications

15. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Equalities Implications

16. NCC Coaches represent the diversity of its workforce and coaching is available to all NCC employees across the Council through the EPDR process. The monitoring and evaluation of coaching outcomes includes an analysis by protected characteristics (age, disability, ethnicity, sexual orientation, religion and belief, gender). There is provision to allocate a coachee with a particular protected characteristic a coach with the same declared characteristic where this is material to the coaching topic.

Human Resources Implications

17. These are set out in the body of this report. Trades union colleagues are supportive of both the overall Workforce Strategy and the Council's Coaching programme which sits within this.

RECOMMENDATION

18. It is recommended that Personnel Committee note the achievement of the Council in the recognition by the recognised professional body for HR and people development for the quality and content of its in-house Coaching Programme at national level.

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Constitutional Comments (KK 22/06/16)

19. The proposal in this report is within the remit of the Personnel Committee.

Financial Comments (RWK 22/06/16)

20. There are no direct financial implications arising from the proposals in the report.

Human Resources Comments (CLG 15/06/16)

21. The human resources implications are implicit in the body of the report.

Background Papers

None

Electoral Division(s) and Member(s) Affected

All