

Shaping our Future

Develop SAS doctors and Coach yourself using the GROW MODEL

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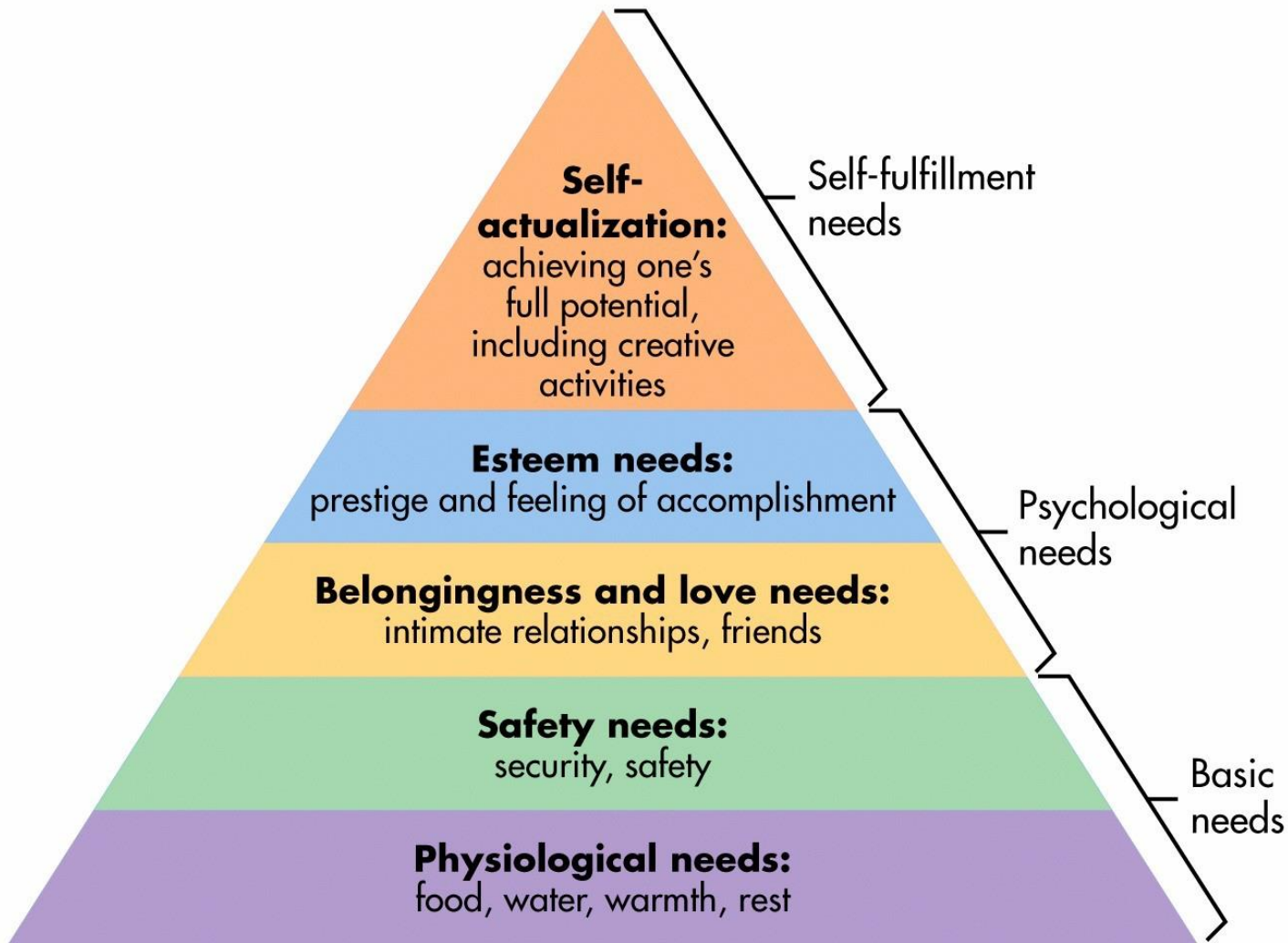
Programme Director HEE Thames Valley

Executive coach

Associate Specialist in Breast surgery

SAS Autonomous practice

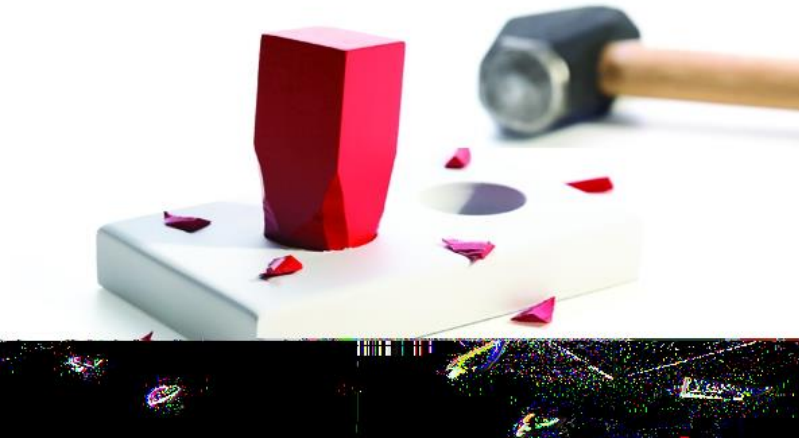
CESR



Common denominators of a happy work life

- Status
- Certainty
- Autonomy
- Relatedness
- Fairness

‘Finding square holes’



- We have to be proactive
- Look around
- Continuous horizon scanning
- Be the best you can be
- Find a passion-
leadership/teaching /
research/audit

What is Coaching

- A collaborative, solution focused, result-orientated and systematic process in which the coach facilitates the enhancement of work performance, life experience, self-directed learning and person growth of the coachee” (Grant 1999, basic definition also referred to by the Association for Coaching, 2005).

Coaching

- “Unlocking a person’s potential to maximize their own performance. It is helping them to learn rather than teaching them”


(Whitmore 2003)

Coaching vs Mentoring

- Coach
 - structured process
 - which enables clients to reflect on their skills and performance
 - to set and review development goals
 - make shifts in their thinking and beliefs.
- Coachee
 - in control of process
 - has to be motivated and inspired to learn
 - has to be the person doing the thinking

SWOT with a SMART goal in mind

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SWOT Analysis Worksheet

For instructions on using SWOT Analysis, visit www.mindtools.com/pages/new/new091.htm

Strengths What do you do well? What unique resources can you draw on? What do others see as your strengths?	Weaknesses What could you improve? Where do you have fewer resources than others? What are others likely to see as weaknesses?
Opportunities What opportunities are open to you? What trends could you take advantage of? How can you turn your strengths into opportunities?	Threats What threats could harm you? What is your competition doing? What threats do your weaknesses expose you to?

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The GROW MODEL

Goal

- What do you want?

Reality

- Where are you now?

Options

- What could you do?

Way

- What will you do?

THE TRUTH ABOUT SUCCESS

PEOPLE SEE THIS

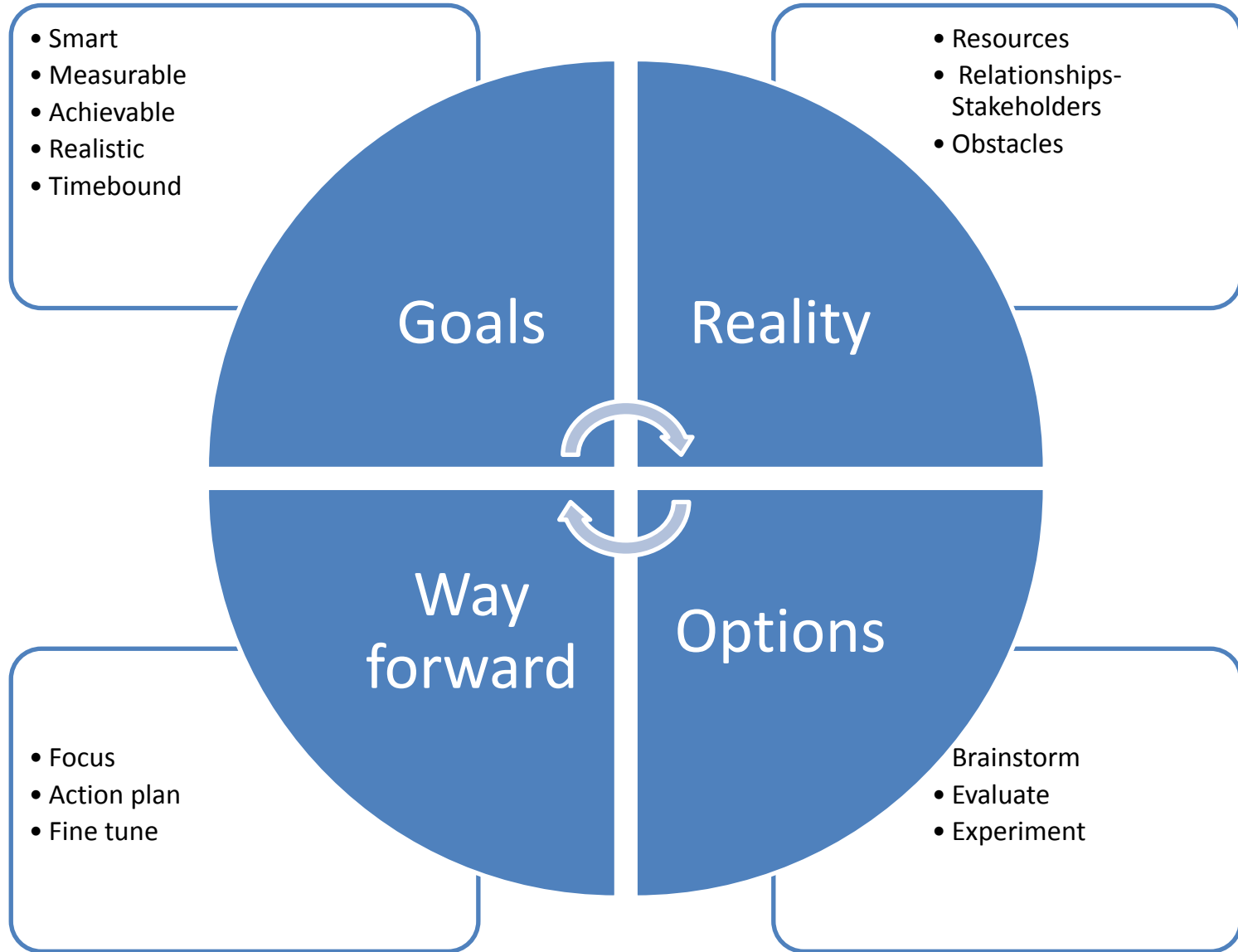
SUCCESS

WHAT REALLY HAPPENS

DISAPPOINTMENT
PERSISTENCE
HARD WORK
HUGE RISKS
LATE NIGHTS
STRUGGLES
COMPETITION
DISCIPLINE
COURAGE
DOUBTS
CRITICISM
PERSONAL FAILURES
ADVERSITY
REJECTIONS
SACRIFICES

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The GROW MODEL



THREE SIMPLE RULES IN LIFE.

1. IF YOU DO NOT GO AFTER WHAT YOU WANT, YOU'LL NEVER GET IT.

2. IF YOU DO NOT ASK, THE ANSWER WILL ALWAYS BE NO.

3. IF YOU DO NOT STEP FORWARD, YOU WILL ALWAYS BE IN THE SAME PLACE!

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- Use GROW on study days to motivate SAS doctors
- Used at SAS study days at Oxford and High Wycombe
- Take home a recipe or roadmap
- Follow up e mail to all attendees
- Offer One to one coaching



**SUCCESSFUL
PEOPLE
DON'T
REACH
THEIR
GOALS
ALONE**

**YOU ARE NOT
SUCCESSFUL
UNTIL
YOU
HELP
OTHERS
SUCCEED**

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