**Coaching for GPs and Practice Managers**

**Thank you for interest in this coaching programme.**

We know that general practice is at the heart of the health care system delivering high quality, safe and sustainable services. In the future this system will require a different way of working, different relationships and new roles for general practice and primary care. Achieving this step-change in how services are delivered will require different ways of working, opportunities for personal, business and wider leadership development and may offer different career options for GPs going forward.

**The offer**

Against this background, Health Education England (HEE) has supported LLR LMC to provide tailored Coaching support to GPs in the area. Specifically, individual Coaching will be provided for a number of GPs, Locums and Practice Managers at various stages of their careers who have a desire to reflect on themselves, their career or business and make plans for the future in the current changing and challenging climate.

The opportunity is to be coached by a qualified, experienced Personal Development/ Career Coach for 3 x 90 minute one to one coaching sessions, which LLR LMC will fund (cost - £960 plus vat). Participants in the programme will have the opportunity to self-fund further sessions (2 or 3) if they wish.

There is very strong evidence that coaching can be helpful for individuals looking to:

* Improve work/life balance
* Feel more in control at work
* Increase ability to identify solutions to work-related issues
* Improve time management skills
* Build greater confidence in managing conflict and having difficult conversations in the workplace
* Build greater self-awareness of the symptoms of stress and burnout and build approaches to gain control.

The purpose of these confidential coaching sessions is to support individuals in their decision-making processes and help improve their personal effectiveness. Successful applicants will be able to use the coaching sessions to clarify their own thoughts and ensure they are making the right decision for themselves.

**Eligibility**

Applicants must be:

* A fully qualified GP in England or Practice Manager
* Be working in a practice in the LLR LMC area
* If a GP, be in good standing with the GMC and should be registered on the GMC’s List of Registered Medical Practitioners
* Able to commit to three coaching sessions over the course of 3-4 months
* Willing to participate in an evaluation of the programme.
* Be wanting something to change (even if you are not sure what that is)

**Award criteria**

Funding is being provided by HEE, but will be held, managed and awarded by LLR LMC. Selection will be based on:

* Meeting the eligibility criteria
* Clear description of reason for seeking coaching and explanation of benefits expected.

**Data and administration**

Data contained in the form below will be treated as confidential, and identifiable details will not be shared with other parties. LLR LMC will share anonymised data produced as part of the evaluation with sponsors and interested parties.

**Submission and timescales**

If you would like to put your name forward for this opportunity please complete the Expression of Interest form (below) and email it to enquiries@llrlmc.co.uk by 5pm on Monday 17th October 2016. Late or incomplete application forms will not be accepted. Please note, from experience we are expecting to be over subscribed, so email your form as soon as possible.

The Coaching is expected to begin in November 2016 for the first cohort and December for a possible second Cohort. Coaching session dates and venues will be agreed between you and your allocated coach.

We look forward to hearing back from you.

Yours sincerely,

LLR LMC.

**Expression of Interest - Personal Details Form**

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| --- | --- |
| **Full Name:** |  |
| **Mobile No:** |  |
| **Personal Email:** |  |
| **Practice or home address:** |  |
| **How long have you been practising as a GP or working as a Practice Manager?**  |
| **Would you like to have an initial phone call with a coach to find out more?** |
| **What are you seeking from coaching and what do you think the benefits may be?** **(250 words)**  |
| **Have you had coaching before? If yes, when and for how long?** |
| **When would you be available for coaching sessions? Please indicate preferred days of the week and time of day.** |

**Please send completed form to** **enquiries@llrlmc.co.uk** **by 5pm on Monday 17th October 2016.**