



ENABLING QUALITY IMPROVEMENT IN PRACTICE

Tower Hamlets Our Latest Newsletter (03/02/2020)

EQUIP seeks five more coaches: could that be you??



EQUIP seeks five more coaches – gulp!

No, no, it is not a déjà vu, this is the time of the year again when the EQUIP coaching community expands and grows!

For our next cohort of coaches, we are seeking five bright, dynamic people who are eager to grow, and excited to make a difference in practices.

We are seeking **leaders who are not scared of change**, who feel comfortable in challenging mind-sets and “we have always done it this way” approaches. We are looking for **emotionally intelligent** people who are keen to learn from their mistakes, who want to improve and see improvement around them, who are

comfortable receiving challenge and ready to give this back in a constructive, non-judgemental way.

We are looking for *folks who can see potential in the chaos*, and can think of what is missing as an opportunity.

If you think that's you, you're probably right. So make sure to submit your application!

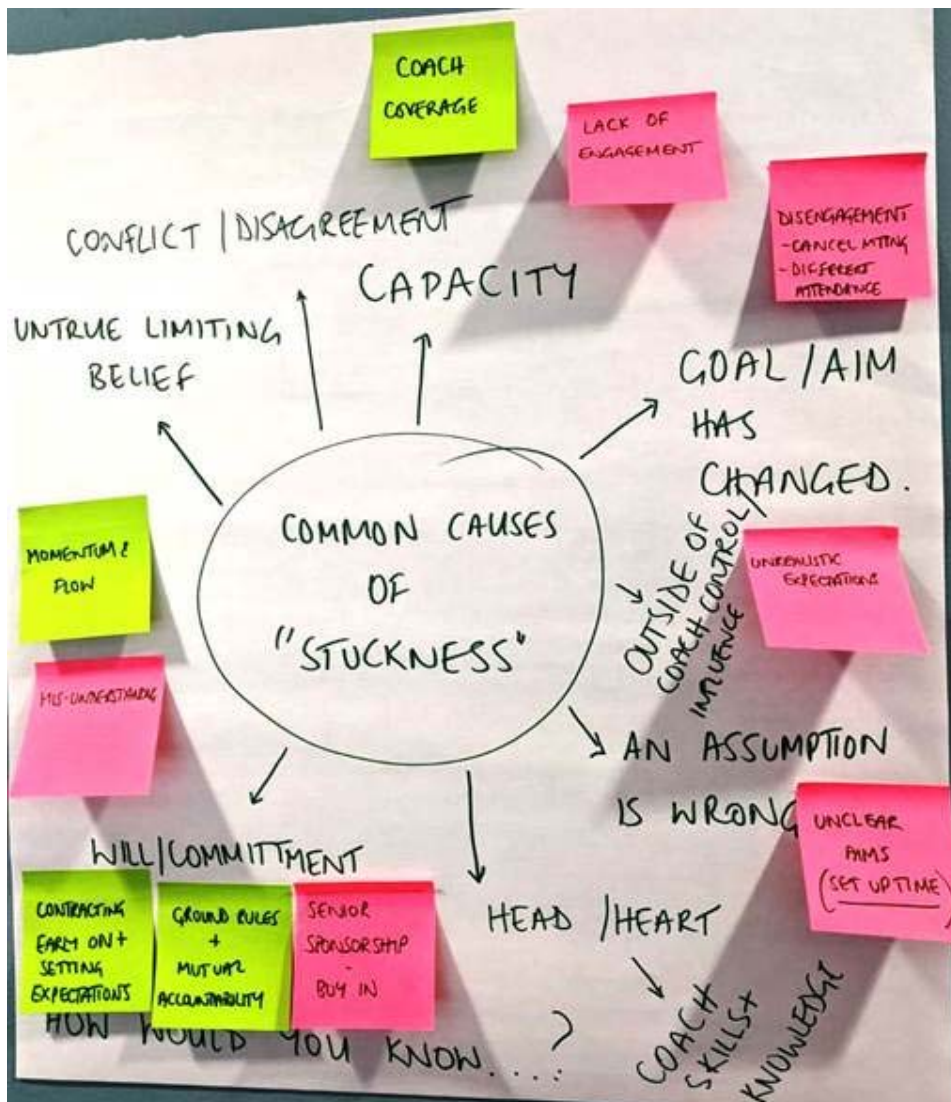
About the training and logistics

EQUIP has five places to offer Tower Hamlets for a six month in depth QI learning experience, which will be delivered by our trusted colleagues at ELFT.

This is a six month professional development programme that will cultivate your coaching skills as applied to Quality Improvement (QI).

By the end of the programme, you will be able to support/coach project teams to develop ideas and strategy using QI tools and advise them along their improvement journey. You will find more about the training on the ELFT QI Website.

(link: <https://qi.elft.nhs.uk/event/icpc6/>)



In the last three years, 31 members of staff have been successfully trained, feeling satisfied with the content and pace of these workshops. Those coaches now are facilitating coaching sessions in GP practices and the wider Tower Hamlets, as well as carrying out bespoke pieces of work for EQUIP which speak to their talent and skills. You may have seen some of these precious people in your practice!

By applying to this programme you will also be expected to coach a QI team.

Logistics

The training includes six full day workshops. If you apply you will need to make sure that you can attend ALL workshops.

The dates are:

- Workshop 1: 23rd & 24th June

- Workshop 2: 22nd & 24th September
- Workshop 3: 4th & 5th November

Lunch will be provided and looooots of coffee will be there!



Application process

Improvement Coaching Training is open to all staff in Tower Hamlets primary care.

As there are only five spaces available this year, we will be aiming to allocate spaces across teams/practices. If you would like to apply for the programme you should speak to your line manager/practice manager to discuss the aims and objectives of the course. Please make sure to have the support from your line manager. ***Your line manager will need to agree that you can apply.***

Following this, please complete and send your application to adele.testa1@nhs.net by ***COP Friday 28th February 2020.***

What to write down in the application?

Please keep it succinct and clear. Less is more! We're not looking for an essay but rather a clear rationale for being involved in the programme and an ambition for coaching teams using QI. In your application please answer to the following questions:

- What has attracted you to applying for the training, and what learning and development needs are you particularly looking to meet?
- How do you think you will use QI coaching as part of your job? What difference do you think it will make?

- Is there any further relevant information that you want to provide?
- Would your line manager support you coaching other teams/practices as part of your current role? Could you agree on some protected time to do this?
- Can you confirm that you will attend all sessions, and arrange cover for any work commitments that you have at the time of the sessions?

Please find attached the application form related to this training.

We will come back to you with the outcome on the 15th of March.

What will happen during/after the training? What to expect after..?

Alongside and following the training workshop dates provided above, the EQUIP coach community organises training events and gives the opportunity of a monthly 1:1 mentoring session to help you through the journey.

During the training, these activities are recommended but not mandatory. You are also encouraged to shadow a senior coach in the practice to learn on the ground.

Since day 1, you will be in a practice and starting your QI journey as a coach!

Don't worry, you will always have your back covered by your mentor, your peers and the EQUIP team, with plenty of support!



Once qualified as a new coach, it will then be crucial for you to attend the training and the mentoring sessions, as well as being available to coach at least one practice once per week.

The commitment required is a minimum of two hours per week for the coaching.

We cannot emphasise this enough! This training is not to add another item to the list of certificates on LinkedIn. It is the drivers licence to support QI changes in practices. Once qualified, it is then time to start your road trip!

As a qualified coach, you will have a contract in place and will be having a conversation about the remuneration associated to the precious priceless QI value you will be delivering in practices.

Alongside the hard bit, we have also the cheerful part in the peer-to-peer support with other coaches, dynamic learning experience (and if you have done EQUIP Basics and EQUIP in Action, you know what I am speaking about JJ).

Adele

IF YOU WISH YOUR WORK WERE DIFFERENT... DO YOUR WORK DIFFERENTLY. *TERENCE HOULIHAY*