



COACHING TO SUPPORT INNOVATION

The Innovation Agency Coaching Academy provides a variety of learning experiences aimed at building a healthy culture for spreading and adopting innovation. At a system level, the coaching programmes seek to shift mind sets, build capacity for transformation, and support implementation. Courses include 'Coaching for a Culture of Innovation and Improvement'; and 'Coaching for Spread and Adoption of Innovation'.

COACHING ACADEMY

Our Coaching Academy delivers a range of programmes to support teams and individuals in our region to improve culture in organisations and systems, and spread innovation. These are delivered through a mixture of workshops, webinars and online learning supported by communities of practice.

A team from The Walton Centre NHS Foundation Trust is seeing real benefits after taking part in the safety culture programme last year.

Sharon Mcloughlin, Dott Ward Manager, said: "I'd signed up for the course because I was looking for ways to engage with staff, and this was something separate from the trust; I was able to say this is an outside organisation, and with them we're going to look at how our team could improve.

"We've implemented a lot of changes as a result of the Coaching Academy; the main thing is, those changes haven't just been from the top down. It's been about empowering staff, and staff realising that change has to come from all of us. I've gained skills to help staff feel more empowered and get on board, and see it as their responsibility to improve things too.

"We've implemented our Safety Huddle with all staff before every shift, we've introduced team nursing, we've now got a new Safety Huddle form for handovers between shifts – we've introduced a lot of changes.

"You can see the results of the changes from our own monthly staff surveys – to mostly positive. The Safety Huddle has been a huge success; staff feel that everyone is part of the team, they know who's doing what. There's been a change in the dynamic of the team.

"Hopefully as a result we've improved safety for patients as well. From our own perspective we feel it's safer. I'm more confident now that I know everybody on the team knows everything that's happening on the ward. Our experience with the Coaching Academy has been really positive."

The coaching for spread and adoption programme has helped individuals gain confidence and skills in spread and adoption of innovations and innovative practices. The six month programme included face to face workshops and group coaching.

Dr Sharryn Gardner, a paediatrician at Southport and Ormskirk Hospital NHS Trust, said: "It has opened my eyes to what is possible, and how to go about making it a reality. It has also introduced me to more of the 'doers' and innovators and that is worth perhaps even more."

Lisa Drake, Practice Manager and Digital Lead for Seascale Health Centre, said: "This work has helped me to connect with other like minded individuals and has made spreading the word of digital innovation much easier."

700+



healthcare
staff
coached



The team from Dott Ward, The Walton Centre NHS Foundation Trust