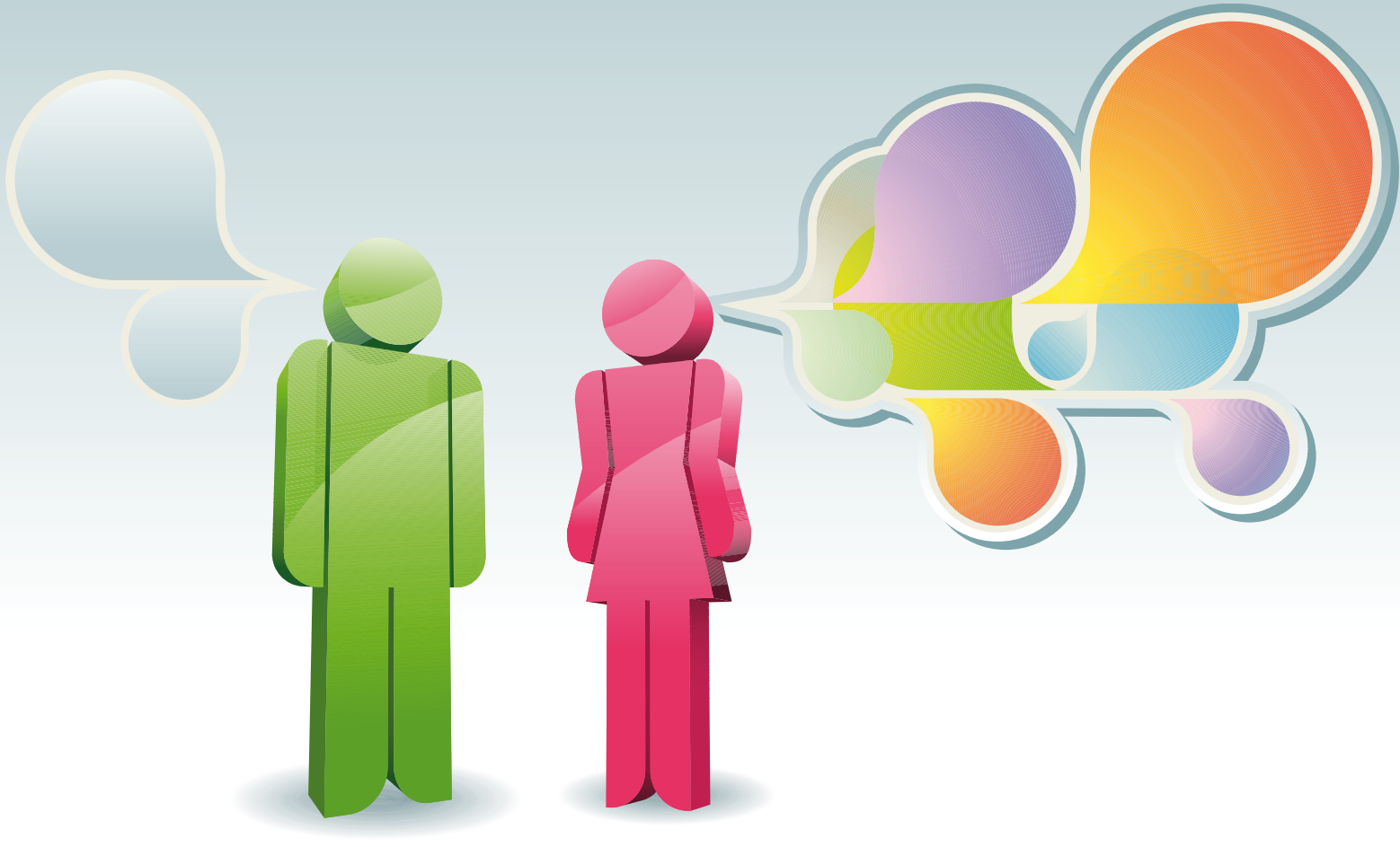


Inside

our county council

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Staff Survey 2010

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Top class coaching

The establishment and continuing success of the council's Career Coaching Service has led to it being nominated for a National Training Award. The winners of the National Training Awards will be decided in the autumn.

FOLLOWING FEEDBACK from staff, the council decided to develop its career development support. The Learning and Development team wanted to give staff the opportunity to understand their career motivators better, to review their transferable strengths, to be aware of the different roles available in the council and to consider options for their career and personal development.

The Career Coaching Service, staffed by volunteers, has proved an ideal way to do this. Twenty-

four people were selected to train as career coaches, an opportunity to develop their own skills and be uniquely placed to help colleagues through their knowledge of the organisation. The council worked in partnership with Rob and Gilly of Career Counselling Services to recruit, train and provide advice to the volunteer career coaches. After participating in the initial five-day training programme, the group of keen but inexperienced volunteers were transformed into competent

and professional career coaches.

Since its launch a year ago, over 100 staff have either received individual career coaching or attended a career workshop. Feedback on the quality of career coaching has been consistently positive, and many staff have now made significant changes in their career management.

The council is especially proud of this project - not only has the service had a positive impact on the organisation, it is also a role model for other organisations in both the public and private sectors.

To find out more, visit the career development pages on the intranet: [HR > Career Development > Career Coaching Service](#). You can book career coaching sessions and career and personal development workshops through the Learning and Development online booking tool.

