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| **Application for Coaching Support** |
| **Applicant Details** |
| **First Name:**  | **Last Name:**  |
| **Job Title:**  |
| **School / Service:** |
| **College / University Services:**  |
| **Email address:** |
| **Your Development Objective(s) for Coaching** |
| **What is your main development objective?****(Think about what you would like to be different with regards to your own performance and/or effectiveness).**  |
| **How would this development/change benefit the University?** |
| **What are the main challenges you are currently facing in your role?** |
| **How do you feel coaching will help?** |
| **What would be a measurable outcome of success?** |
| **Line Manager Comments** |
| **Please comment on the suitability of the individual for executive coaching**.  |
| **Is the individual able and willing to commit to four 90-minute sessions in next 6- 9 months?** |
| **Line Manager Details** |
|  **First Name** | **Last Name:** |
| **Job Title:** |
| **Email address:** |
| **Date:** |
| **Name of Budget Holder:** | **Contact for Purchase Order:** |
| **Budget Code:** |  |



**GUIDANCE NOTES**

**Development objective(s)**

Coaching is a non-directive, goal-focused, performance driven development activity for staff within the organisation. For coaching to be effective there needs to be a clear, work-related learning objective. Objectives should be within the context of your role and responsibilities and should relate to learning, raising your self-awareness or enhancing your understanding of an area that results in greater effectiveness in your role.

**Benefit to the University**

Benefit to the University should relate to how greater effectiveness in your role will result in improved organisational effectiveness (e.g., delivering a strategic plan, leading and managing your team, leading a critical project to a successful conclusion).

**The main challenges you are currently facing**

Coaching often involves exploring what the challenges are and how they act as barriers between how you would like things to be and how they are currently. Thinking about what some of the challenges are will help you when it comes to your initial conversations with a coach.

**How you feel coaching will help**

There are a various development activities available to leaders, managers and staff within and out-with the University (including leadership and management development programmes). Why is coaching the most effective method for supporting you in achieving your development objectives? It should be noted that coaching is not always the most effective option in situations of broad under-performance.

**Identifying successful outcomes**

A successful outcome should describe what will be done differently and how this impacts on organisational performance (e.g., achievement of objectives).Measurement of outcomes should be as concrete as possible. For example, impact on a key KPI, delivery of a critical budget on time and within budget, clear understanding of their strengths in role and areas for development.

**Forms should be emailed to** **org-dev@glasgow.ac.uk**