

West Midlands Coaching and Mentoring Pool

The story so far

WMCMP has evolved over 11 years from a concept of sharing a coaching service, to a strong and vibrant coaching and mentoring community; applauded by coaching professionals for its approach, ethos and commitment to supporting a culture of coaching in our sector.

It is a service tailored to meet the needs of the public sector, delivered by the sector and coaching professionals are keen to work with us. It is then, worth taking a moment to reflect on the journey so far!

In the beginning....	...where we are now
We focussed on executive coaching , concentrating on developing effective leadership behaviours to help improve performance	Executive coaching is still core to our service, but as our coaches have developed we broadened the service to include business coaching and mentoring based on coaches' specific areas of expertise
Delivery of coaching was generally a face to face 2 hour session	Technology means coaches and mentors can now be more flexible in delivery to meet our busy clients' needs - using phone, skype and email
We provided access to external coaching , through coaches working across subscribing organisations	We now offer internal and external coaching and mentoring . Through WMCMP, WME has supported many organisations in developing internal coaching pools to embed a strong coaching culture
It began as a partnership of just 13 local authorities , with capacity building funding getting the service off the ground	Now 25 organisations participate in the pool, many with their own internal coaching pool. As well as local authorities we now have fire and police services and the Gambling Commission . We have interest from 3 universities and a Clinical Commissioning Group .
The Coaching Pool was a pioneering coaching partnership of its time.	WMCMP is still at the forefront of coaching and mentoring ; it has been featured in the Coaching at Work magazine, been published as a best practice case study in Coaching in Professional Contexts (Sage, 2015), and highlighted in the IDOX In Focus Circulation (2016)
We needed ILM Level 7 to help understand how to coach and develop coaching cultures in organisations	ILM Level 5 now perfectly meets our Coaches and Mentors needs, as our focus is now on individuals being equipped with excellent coaching and mentoring skills
Our ambition to provide continued professional development (CPD) and supervision came at a hefty price in the early days	As coaches in the pool became more experienced we developed a self-sustainable, cost effective model of external input and peer supervision, continuing to grow the skills of participants
We offered one supplementary training course - Introduction to Coaching Skills	We developed and now offer a range of coaching development training that can be tailored to meet specific need (discounted for pool members): <ul style="list-style-type: none"> • Manager as Coach • Courageous Conversations • Coach2Grow (non-accredited Internal Coach Programme) • CPD and supervision for internal coaches
Our first coaching conference was attended by 89 delegates	Our popular annual event now attracts up to 200 attendees from across the UK, with leaders in the coaching field keen to get involved and committed sponsorship from ILM
In our first year we supported 101 clients	So far WMCMP has supported over 1,250 clients and delivered over 7,500 support hours
Matching a client with a coach was a manual process	In 2018 we invested £20k in a state of the art online matching system for our coaching and mentoring community - it is intuitive, efficient, secure, mobile compatible and offers sophisticated functionality for our service users, as well as being available to them to support their own internal pool matching services

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