

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