

# Supporting our sector through COVID-19



## Free coaching offer

**Coaching for social change**  
in the north east



We are working, volunteering and leading in extraordinary times. The last months have been extremely challenging for all of us.

We are offering **free one to one coaching between July and September** to give you **time and space to think, plan, take action and learn**. We hope this will help you cope with and respond better to change.



We've had to change how we work to continue to help, work with and support the people and communities we are set up to serve; change where we work; and make difficult decisions about our organisations and our people. We know you will have been working harder than ever to continue to help and support others. And we know some of you will have been furloughed and asked not to work. All this on top of coping at home with the changes we have been asked to make to our lives.

The coaching offer is part of the North East Together response to COVID-19 alongside free action learning sets and taking North East Together network events online. It is coordinated by Yes We Can and involves coaches from the North East Coaching Collective, qualified coaches and coaches in training from the Yes We Can ILM Level 5 Certificate in coaching and mentoring.

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## What is **coaching**?

Coaching gives you the time to think and reflect; to talk with someone independent about you and your aspirations. Your coach will work collaboratively with you and use questioning, listening, observation and feedback to help you find your way forward.

## What might you **want to explore**?

You may want to think about how you lead and manage yourself or others and explore how you are managing with the 'new normal' which may include challenge and difference such as being furloughed, managing working from home or adjusting to different pressures.

## What's on **offer**?

We are offering at least two hours of free coaching per person between July and September to 18 people working for positive social change in the north east. We are using a simple application process and we will fill the 18 places on a first come, first served basis.

We want this support to reach those people most in need. It is aimed at those who struggle to fund paid support for you or your team.

We've created this in response to the pressures we know people working for positive social change in the north east will be facing. We've come together to support you by each giving a small amount of what we can – our time and coaching skills. We can make things happen through collaboration, community, solidarity, and generosity.



## Who is it for?

The coaching support offer is for people

- working or volunteering for a small VCSE organisation in the north east. By small, we mean organisations with a turnover of less than £250,000
- furloughed from your role working for a small VCSE organisation in the north east
- working independently for social change in the north east

It is for you if you are finding it tough to

- deal with being furloughed
- manage working from home
- adjust to the new normal and cope with change

We want this support to reach those people most in need. It is aimed at those who struggle to fund paid support for you or your team.



## How does it work?

It's straightforward to take part in *Supporting our sector through COVID-19*

- Step 1** Check it is for you (see *Who is it for?* and *Is coaching right for you?*)
- Step 2** Fill in our simple form [bit.ly/CV19coachform1](https://bit.ly/CV19coachform1) by **3 July 2020**
- Step 3** Be matched to one of the volunteer coaches
- Step 4** Take part in the coaching sessions as agreed between you and your coach to work on your coaching goal
- Step 5** Tell your coach how coaching has helped you and bring the coaching relationship to an end

You'll spend some of your first session talking to your coach about your coaching needs and goals, and checking you're a good fit for each other. If you feel you're not a good fit for each other, we'll try to match you to another coach.

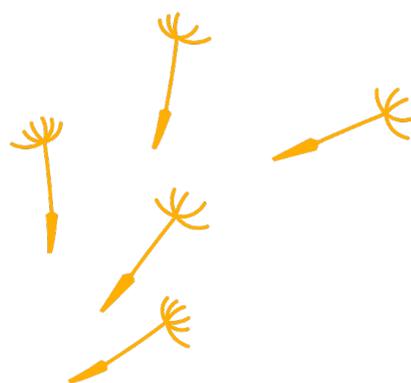
## Is coaching right for you?

Coaching is one way to learn, grow, develop, and to become more resilient and self-aware; others include teaching, mentoring, counselling, therapy and meditation. All these methods are helpful at different times and for different purposes.

Coaching will be right for you if you have a goal to work on, are focussed on action, change and the future, want to find your own solutions, and can work collaboratively with your coach as an equal. It might not be right for you if you want guidance, advice or solutions, or help from someone more experienced than you (try mentoring). And it might not be right for you if you want emotional support, a therapeutic intervention or to explore what has happened in your past (try counselling or therapy).

## Who are the coaches?

We asked coaches from the North East Coaching Collective, and qualified coaches and coaches in training from the Yes We Can ILM Level 5 Certificate in coaching and mentoring to volunteer their time. The 18 coaches are Adam Cooper, Darren Mayne, Duncan O'Brien, Hannah McDonald, Helen Rutherford, Joanne Ormston, Julie Scanlon, Lesley Spaven, Liz Allen, Lyn Cole, Lynne Barr, Mark Davies, Pauline Bishop, Pippa Kendall, Robert Laycock, Stephanie Cole, Tom Watson, and William Mortada.



We work to the following principles

1. people are resourceful
2. our role is to develop your resourcefulness through questioning, challenge and support (we don't tell or give answers)
3. coaching is a collaborative and equal relationship
4. coaching takes a whole life approach
5. you bring and set the agenda
6. coaching is all about change and actions

We are grateful to Jenny Rogers for inspiring our principles.

## Are there **other coaching options?**

If you'd like more coaching or you don't fit the criteria for this coaching offer, an option is the North East Coaching Collective [bit.ly/ywcfindacoach](http://bit.ly/ywcfindacoach). The collective is an initiative from North East Together to help people working or volunteering for social change to buy coaching with confidence. The collective is made up of qualified coaches who work to a code of ethics, engage in regular group and individual supervision, work within a shared framework, and are members of the Association for Coaching. There are also other experienced coaches in the north east with some who are also North East Together members.

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## About **North East Together**

North East Together is the network for social change leadership in the north east. It's for leaders from the voluntary, charity, social enterprise, education, public and private sectors. It's for experienced, new and future leaders of organisations, work, and ideas. Our network inspires social leaders, and enables collaboration and mutual support. We offer a series of dynamic network events; self-organised collaborative working groups; pathways into coaching; and independent social change events.



## About **Yes We Can**

Yes We Can develops social change leadership in the north east. We work with people to be better leaders, managers, trustees, coaches, networkers, collaborators, facilitators and mentors. We offer training programmes, workshops, coaching, mentoring, facilitation and other initiatives. Yes We Can is a collaboration between Robert Laycock, Stephanie Cole and Cath Brown.

## To **take part or find out more**

To take part, fill in our simple sign up form [bit.ly/CV19coachform1](http://bit.ly/CV19coachform1) by **3 July 2020**.

If you'd like to find out more before signing up, get in touch with us at Yes We Can

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