

# Coaching and mentoring support

I want to:

7 be supported in leading change

6 develop leadership skills

5 develop management strategies

4 navigate my career

3 problem solve

2 connect and network

1 settle in role



**Buddy**

**Line Manager as Coach**

**Mentor**

**Internal Coach**

**External Coach**

I need to get to know my local team, and who the key stakeholders are

I need to understand who I need to build relationships with in order to succeed in my role

I need support on how to network, and make connections in and beyond the Civil Service to expand my network

I need to understand my team, the organisation, the culture and processes I am working within

I need to know the expectations of me in my role, and support to develop the skills I need for my role

I need to understand what the criteria are to move successfully through my career in the organisation

I need advice and support to unlock opportunities from someone else who has successfully navigated a career here

I need to explore the way in which I am approaching my career, what has helped me be successful to date and how I can create change moving forward

I need to explore career options, my strengths and weaknesses as a leader and how they impact my choices, explore new strategies and styles to be successful in different contexts

I need advice and coaching support to solve imminent issues

I need advice on solving big challenges, examples of how others have succeeded

I need support to understand my approaches to solving problems and help to identify new problem solving methodologies I could use

I need help to work through complex problem solving to understand my approach, the impact I have and use in different scenarios, identifying and testing new ways to solve problems

I need to understand the strategies I use and their impact on others, and explore alternative approaches. This could include working with the wider team

I need to understand the wider context of the change needed and how my strengths as a leader can help me transform services. This could include supporting me to build my leadership team

I need to understand the strategies that have made me successful, and explore the alternative options

I need to understand the strategies that have made me successful, explore what is expected of me as a leader, or member of a leadership team, helping to test options to improve my impact

I need advice on strategies that have previously been successful

I need to understand the strategies that I have used and their impact, and explore the alternative options

I need to understand the strategies that have made me successful, where I may have blind spots and how I can explore alternative approaches. So I can reflect on my impact on others and the organisation

I need support to land in my role quickly, shorten time to impact and create my first 100 days plan