

Clinks Women's Network coaching and mentoring scheme

The Clinks Women's Network is piloting a new coaching and mentoring scheme to provide emerging leaders in the sector with opportunities to develop skills, knowledge and confidence in their field to support strong leadership and a sustainable sector.

The scheme will match new and emerging leaders who want to develop their performance with experienced women leaders working in the field. The mentors will use coaching methods to provide a range of specialist guidance and support on management and leadership in the women's criminal justice sector, supporting mentees to reach the goals they set for themselves.

The scheme can offer:

- Support and advice on ways to develop your management skills
- Advice on developing and running programmes and organisations
- Support with specifics such as fundraising, evaluating and making the case for your service
- Ideas to alleviate and manage stress
- Opportunities to access support through wider networks
- Professional guidance and ideas on career development

The aim of the mentoring and coaching relationship is to provide individual emerging leaders in the women's sector with personally tailored support to meet their self-determined goals and allow them to develop new skills and confidence.

Could you coach others?

If you have experience of senior level management in an organisation that was set up to provide tailored support to women and are interested in developing coaching skills we would love to hear from you.

Why sign-up?

If you decide to sign-up as a coach, you will be supporting others in the women's sector and helping to build sustainability by sharing your expertise. You and your organisation will also benefit from the skills and experience you develop through the scheme. You will receive a one-day free coaching training course, which will cover:

- The key principles of coaching: what it is and isn't
- The benefits of coaching and its application in the workplace
- The skills, characteristics and behaviours required for coaching
- Understanding of your own strengths and development areas

You will also learn how to implement the GROW model for structuring coaching conversations; practice identifying useful questions; and practice coaching sessions with useful feedback.



This training will include trainer input, small and large group discussion and exercises and lots of practice. Participants will have an opportunity to be both 'the coached' and 'the coach'.

Apply to be a coach

If you are interested in supporting the professional development of someone working in an organisation that was set up to provide tailored support to women and would like to discuss this, please get in touch with Jackie Lowthian Jackie.lowthian@Clinks.org or call 07886 050222.

Alternatively, you can complete the [expression of interest form here](#). You will need to commit to attending a one-day training session in coaching skills. Once matched with a mentee, you will agree to provide between four and six coaching sessions over a 6 month period of time from March 2020. The sessions will be confidential, but Clinks would require you to provide a summary of the outcomes of your coaching relationship at the end of the funded period. You will receive a fee of up to £500 to cover travel and time spent in delivering the coaching.

Apply to be a mentee and receive coaching support

Applications for mentoring and coaching support will open in the coming weeks. Please email Jackie Lowthian Jackie.lowthian@Clinks.org if you are interested and she will send further information on how to apply when the application process opens.