



miaa

Coaching and Personal Development

Supporting your leadership journey

Compassionate leadership is more important than ever

We have come to expect even more of our leaders and teams working across health and social care, than ever before. Traditionally, many have believed (and indeed some still demonstrate) that leaders should know all the answers and should show strength, no matter what.

At MIAA we recognise and value the more compassionate leadership cultures emerging, and embrace the principles of human first leadership. Yes, it is important for leaders to provide direction and demonstrate courage and conviction of decision, but rarely should this be at the expense of authenticity and humility.

Leaders need even more than ever, good self-awareness, and a knowledge of how to access inner resources that enhance their capacity to lead and inspire others. Developing positive, compassionate, conscious behaviour will not only benefit you as a leader, but will also help to build more positive family relationships, friendships and communities outside of your workplace.

1 in 4 people in the population are estimated to have a mental health condition at any one time, with staff working across health and social care being at particular risk especially during current uncertainties. A challenge that you may face is that you don't know which of the solutions may help you to improve the quality of your life.

If you are feeling overwhelmed in your role, or dealing with your daily life, you might know that you want to make some changes in your life, but aren't sure what is missing, or where to start.

Taking some time through approaches such as coaching, to focus on how satisfied you are with various aspects in your life, will help you to prioritise where you need to make some changes. For some people it might be their physical health. For others it may be addressing their mindset. Everybody will be different, and it's important that you can identify where you need to focus your attention.

An article published by Harvard Business Review: In Praise of the Incomplete Leader, stated that only when leaders come to see themselves as incomplete—as having both strengths and weaknesses—will they be able to be successful. We are all work in progress: through Coaching, we will help you to increase your self-awareness and develop emotional intelligence and resilience through our personal development opportunities.

MIAA have supported the NHS Finance talent pool for nearly a decade with coaching, mentoring and assessment centres and work with collaborative partners NHS NW Leadership Academy, Health Innovation NW Coast and Aqua to deliver leadership training and events.

Contact our team for an informal conversation about our support offers.

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How could MIAA help?

To support our clients to be aware of where they are now, and to make intentional changes to live an even more inspired and productive life, we are offering a range of personal development solutions including:

1. Group based workshops using tools such as The Robertson Cooper iresilience model and the Joyful Life Liberator

These workshops could be for you if you are new to the personal development world, and want a taster to becoming a more compassionate, creative and connected leader.

The workshops will help you to :

- Cultivate a positive mind-set and a positive vision for your life.
- Identify and transform your limiting beliefs.
- Practice techniques to change your emotional state if you are feeling stressed or negative.
- Apply techniques to remain in the present through meditation and mindful practice, and to understand what your body is telling you.
- Understand more about your personality type and how you bring yourself into personal and professional relationships.
- Build your self-awareness, self-belief, self-confidence and self-love, to enhance your personal and professional relationships.
- Put in place positive self-care routines to keep you joyful.
- Build principles of habit change and techniques to hold yourself accountable for behaviour change.

You will be more able to positively influence those around you, by understanding yourself at a deeper level.

You will also have greater insights on how to improve your resilience based on the knowledge of your danger spots and strengths for maintaining your wellbeing.

2. Tailored one to one coaching, targeted at senior leaders, using a person-centred coaching approach

The essence of coaching is:

- To help a person change in the way they wish and helping them go in the direction they want to go.
- To support a person at every level in becoming who they want to be.
- Build awareness to empower choice and leads to change.

Coaching is a partnership between coach and client. In our coaching relationship, we honour you as the expert in your work and your life.

Using the person centred approach we will help you to understand where you are now with all aspects of your life, and determine the areas where you would like to make some changes.

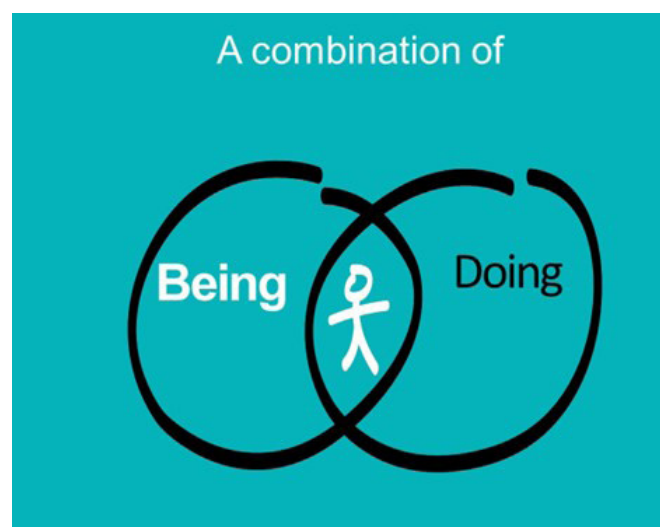
Through our coaching journey together, we will help you to upgrade your life, and unlock your true creativity, authenticity and potential.

We offer a range of coaching interventions that can support you to:

- Enhance your personal resilience and levels of happiness
- Increase your self confidence
- Manage career and life transition

All of our opportunities offer a unique combination of being and doing.

It is important to know that if you don't want to take time, slow down, reflect and look inwards, these solutions perhaps aren't right for you right now.



3. Team, Board level and System Leadership Coaching to enable your collective impact to be even greater

Group coaching could be for your team, Board or organisation if you would like to help your team better align with a common purpose, goal or objectives, or to become more effective as a group of individuals.

What benefits will I get from the solutions?



Developing long term belief & confidence = Improvement for individual and the team/organisation.



Encourages/Enables the individual to Own both the problem and the solution – not about quick fixes so change likely to be sustainable.



Can be used as a flexible tool; to learn new skill, develop capability and confidence, solve a problem or make a decision. Its not a panacea though, and some people are unsuitable for coaching.

What action should I take next?

You can only provide great leadership if you know yourself, look after yourself and accept that you are human! Investing in your development will be the best decision you make to start to find more joy in your life, and shine bright as a leader in an ever changing world.

To gain the maximum benefit from any of our opportunities, we just ask you to remain curious, focus on yourself, ask the tough questions, and maybe face some difficult truths to achieve true joy and mastery within your life.

To book a place on one of our programmes, please contact Chris Harrop on Chris.Harrop@miaa.nhs.uk or Gayle Wells on Gayle.Wells@miaa.nhs.uk.

Who will I be working with?

Guided by MIAA's dedicated coaching experts, MIAA's coaching programme is designed to support, challenge, and inspire participants to achieve meaningful and lasting results.

Chris Harrop Biography

Chris is the Managing Director of MIAA.

Chris is an experienced Chief Executive and is highly skilled in Performance and Financial Management and a Certified Executive Coach, who has led the development of an internal coaching programme at the Walton Centre. He is experienced in running resilience workshops, and has over seven years of coaching and mentoring experience, at a national level including working with the One NHS Finance national sponsee network and working with the national aspiring Directors of finance talent Pool for several years.



Alex Brady Biography

Alex is a qualified coaching professional who takes a collaborative, empathetic approach, tailoring sessions to everyone's needs. Together, you could explore strategies for growth along with creating actionable steps toward meaningful change. Alex's coaching style centres around listening, curiosity, and constructive questioning. He creates a judgment-free environment where you will feel heard and understood, fostering trust and openness. Alex has coached individuals navigating career changes, building confidence, and those seeking to enhance their leadership or communication skills. Through your sessions together, clients can expect personalised strategies and ongoing encouragement to unlock their potential, overcome obstacles, and achieve their overarching goal.



Who will I be working with?

We also work with a network of expert coaches with a wide range of specialisms, ensuring participants receive tailored guidance and diverse perspectives to achieve meaningful, sustainable results.

Jude Goddard Biography



Jude is an independent coach, trained psychotherapist, and international mediator with 25 years NHS experience, former Executive Director. She specialises in supporting coachees in their personal goals, whether that be promotion, a change of role or a better work life balance. She holds a BSC in Behavioural Science degree and an MA in Health Policy.

Jude has a significant in leadership and working with NHS Organisations and Local Authorities and Charities. She is currently a coach with NHSFA as well as MIAA.

Jude coaches Finance Directors, and their staff, as well as Chief Nurses', CEO's senior ranks in the military and staff from the wider health and care sector.

Kath Wynne-Jones Biography



Kath is the creator of the Joyful Life Liberator. She is the Chief Officer of Bury Integrated Delivery Collaborative, and is an expert in system leadership and transformation. She is a Certified Executive Coach, Meditation and Ecstatic Dance Facilitator, Nutrition Coach, Author, and TEDx Speaker.

Kath has 10 years of coaching, mentoring, training and teaching experience across a range of sectors and professional groups.

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