

## Coaches Biography:

**Full Name:** Debbie Bala

**Directorate & Service:** CAE, HR

**Location:** County Hall, Room 268

### **What coaching programmes have you attended at SCC?**

- Impact 3 Coach training and mentoring
- CIPD Coaching module level 3 (with SCC ILM Trainer)

### **Why do you like coaching?**

I get an immense sense of satisfaction and joy seeing others reflect on their own and other people's perspectives; grow in self confidence and self belief; gain a renewed enthusiasm, energy and motivation; accept responsibility, take control and turn problems into resolutions; realise that they have the answers and watching those-light bulb moments when they connect the dots!

### **Please share your experiences of coaching:**

As a coach for the redeployment programme, I help colleagues to improve their skills in writing CVs and supporting statements, providing help in preparing for interviews to secure new roles within the council and beyond.

As a service development manager, I coached service colleagues through change, helping them to explore opportunities for new horizons.

As a team manager I have used coaching techniques for team building and appraisal discussions to identify areas for development to achieve potential and future aspirations.

As an Internal Business Consultant for Impact 3, I coached staff, managers, small groups and teams to identify and resolve business improvement issues.

**Are you a career coach?** (This is a coach who has specialist training to help explore your career development with you)

As project lead for the Careers Advice Programme, trainer and coach for CV and Interview Skills and Redeployment coach I am well placed to provide career coaching. I see the difference coaching makes to people needing to move their career on and believe I can help people make a difference.

### **When and where are you able to commit to coaching?:**

**When – what days and possibly times:** Between 8am and 4pm Tuesdays, Wednesdays or Thursdays

**Where – what locations are suitable:** County Hall or East Surrey Area Office

This is a formal role but not all coaching is used that way...

Think of examples from other roles...

As a line manager you will have done lots of coaching!

Talk about your experience and your commitment here...

# Coaches Biography

**Full Name:** Juliet Layton

**Directorate & Service:** CAE, HR

## What coaching programmes have you attended at SCC?

ILM level 3 Award

## Why do you like coaching?

I believe that an effective coaching relationship can be a great development opportunity for anyone wishing to build on their strengths, understand blocks to success or just welcome time to reassess where they are in terms of their working life. I enjoy supporting others to recognise, set and meet the goals that are important to them.

Use examples of experience outside your SCC...

## Please share your experiences of coaching:

I use coaching skills in my work with redeployees and in my private work as a counsellor. As a clinical supervisor for those working in a variety of helping professions coaching tools and skills are invaluable in helping professionals improve their self-awareness, personal impact and job satisfaction. I have been working with people in this way and in a variety of contexts for 10 years. In my role as an HR advisor I use these skills in many situations with managers and colleagues.

Provide a sense of time and breadth...

**Are you a career coach?** (This is a coach who has specialist training to help explore your career development with you)

My experience on the redeployment programme as a coach and trainer has given me insight into career development skills and knowledge. I am a strong advocate of the career development scheme being introduced in the council which aims to help people manage their career development.

Present your own positive

## When and where are you able to commit to coaching?:

**When – what days and possibly times:** Mondays or Wednesdays are best for me

**Where – what locations are suitable:** Preferably County Hall, Kingston