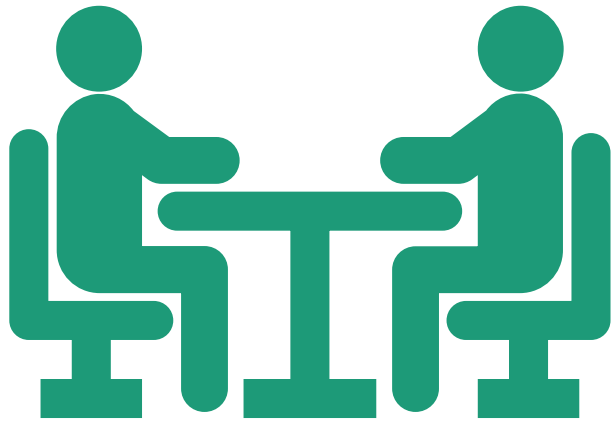




Providing 1:1 development opportunities through a coaching programme

Enhancing Research Culture Project 2023, Research England

Oli Schofield FHEA, Doctoral College, University of Bath



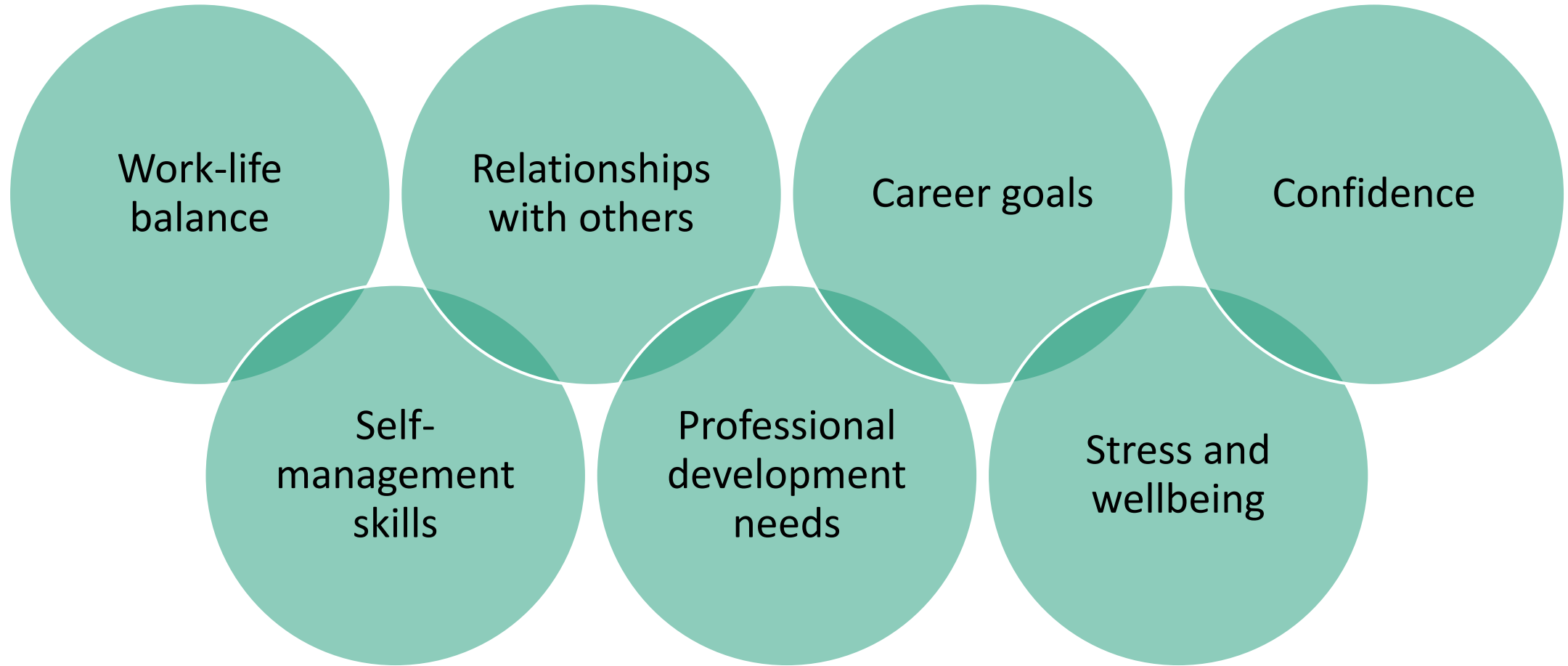
Our definition of coaching

- It's a structured and purposeful conversation between a client and a coach.
- The conversation benefits the client as it relates to their learning and development.
- The coach does not advise. Through questioning and coaching techniques the coach can help the client to raise self-awareness, review their goals and help them to move further towards them.



Internal Staff Coaching
Network

Types of coaching conversations we have...



Where do PGRs fit into this?

- PGR students & staff share similar experiences – the topics that I coach staff on are very similar to the needs of PGRs.
- Supervisors may focus on the ‘research bit’ more than the researcher.
- Opportunity to fill a gap before a problem is escalated down a complaint route.



**Research
England**

- **350K – Available for projects**
- **800K - Requests for new projects**



Doctoral Coaching Project – 20K

- Funding was requested for:
 - Establishing and training an internal pool of staff coaches
 - Supporting coaches with on-going CPD opportunities
 - Staff support to help with project administration (secondment opportunity).

Project funding awarded
Dec. 2022

Coach training
Coachee recruitment
Feb. 2023 and Mar. 2023

Project finish – evaluation and future scheme
Dec. 2023

Jan. 2023
Coach recruitment and selection

Apr.–Oct. 2023
Coaching sessions
On-going support

Oct.–Dec. 2023
Coach assignments



Our newly established Doctoral Coaching
Network 😊

HRdbristol



Approved
Centre

How does it all work?



PGR student engagement

- Over 40 students requested 1:1 coaching as part of the pilot project.
- 28 students have been assigned coaches:
 - 19 students are on a PhD programme
 - 6 students are on a professional doctorate programme
 - 3 students are on an integrated PhD programme
- Students from all Faculties/School.

Coaching topics

- Time management and work-life balance
- Confidence
- Leadership development
- Career development



Impact of coaching

'Through coaching with "Coach Name" I have been able to have the confidence to say to my supervisor how their actions make me feel. She didn't realise and we have been able to work much more effectively.'

'I always procrastinate, and it's really affected my motivation to get on with my PhD. After a quick chat, I felt really motivated. I have been focusing on the wrong stuff and not utilising my time properly.'

'We all make mistakes – even my supervisors! How did I not understand this before?'

Beyond the pilot



More coaches needed to ensure we can continue with the existing model



Exploring whether to integrate this scheme with our existing Staff Coaching Network



Financial resource – coaches need access to ongoing support



Workload resource – the scheme needs administrative support



Any
questions or
reflections?