



**SUMMARY EVALUTION
NHS EAST OF ENGLAND
PROVISION OF EXECUTIVE COACHING
COVID-19 Pandemic and COVID-19 Recovery Support**

29th June 2021

Prepared by:

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1. Project Scope

- Delivery of 100 hours of Executive Coaching Support to Senior Managers and Executives.
- Focus - Career, Resilience and Wellbeing and COVID support / recovery.
- Delivery window 22nd February - Wednesday 26th June 2021.
- **59 Senior Leaders received Executive Coaching Support.**
- Qualitative Survey and EDI evaluation sent to all participants and end of intervention.

2. Key Findings

- **89.5%** of participants surveyed felt their coaching objective was met. **10.5%** felt that only having one session meant they were unable to fully meet their coaching objective.

Quote:

“My coaching objective was completely met. I felt able to take some control and define boundaries of the work situation I was in. I made some decisions about my work, life balance and am acting upon them.” (Survey Question 5)

“Not really. One session was not enough” (Survey Question 5)

Patricia Ezechie

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- **89.5%** found the coaching sessions useful for reasons including providing clarity, protected space, challenge, a fresh perspective, support, reflection and exploration, safety, confidentiality/impartiality.

Quote:

“... Yes. My coaching session happened to fall upon my lowest emotional point in my career, I was having a terrible time. Talking to Patricia really made me understand what it was I was struggling with. She gave me a brilliant sense of perspective on my challenges and since that session things have really turned around for me and I am confident and happier.” (Survey Question 6)

- **100%** of participants surveyed would recommend Patricia Ezechie.

Quote:

“... Yes! Patricia is highly skilled at very quickly helping people to get to the epicentre of any issue they might have allowing a good length of time for challenging mindset, realigning thinking, identifying and gaining commitment for actions to change. This is exactly what I needed. Above all, Patricia encourages and inspires self-care and self-compassion - this is a new priority for me as I can now link the importance of it to both my personal performance and my influence on others.” (Survey Question 7)

- **100%** of participants surveyed would recommend this intervention to colleagues.

Quote:

“This was a very timely and much needed initiative, for me it would have been helpful to have more than 3 sessions. I have seen the impact of the pandemic on colleagues, some are able to recognise and acknowledge it, others have not thus far, a concern which I am sure applies elsewhere too. The longer-term effects are unknown, and an extension/repeat of this initiative would be a very worthwhile investment.”

“Great initiative, made me feel valued”

“Would recommend this to colleagues”

Patricia Ezechie



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“Just a big thank you - I got the job!”

“Highly valuable, a great initiative at a time when many are flagging after 16 months of leadership through pandemic.”

“Very welcomed. I don't think many of us have been able to process the past year as the normal ways of doing this with our work colleagues sharing similar experiences have not been available. This has been life changing.”

“My session was part of 100 hours for the CCG. I booked one session (out of a possible 3 per person) and there was no more available for the other 2, which was a shame as I found it so incredibly valuable”

"Would be useful for this initiative to continue. Would be beneficial if this could be offered to middle management. "

(Survey Question 8)

- Coaching themes fell broadly into the following categories:
 - Acknowledging and working through COVID trauma
 - Managing Stress and overwork / restoring work- life balance / building resilience
 - Managing priorities
 - Career next steps
 - Managing discriminatory behaviour