

THE OCP COACHING PROGRAM



For first-time and experienced:

OPS: Head of Mission, Project Coordinator

MED: MedCo, MedRef, Head Nurse

LOG: LogCo, LogRef

ADM: FiHrCo, FinCo HRCo

and **Deputies** for all positions

Regardless of contract: **International, National or 'detached'**

You decide if you **want** a Coach.

MSF offers Individual Coaching and Team Coaching:

Individual coaching is a unique opportunity to further develop a specific set of skills, in line with professional development goals or a broader performance improvement plan (focusing on the person and not directly linked to a specific assignment).

For example, you want to improve your communication style or leadership skills, change your role and responsibilities, work with negative feedback or conflict in the team in a productive way.

Team coaching will further develop your team to be more productive and work closer together to achieve their overall goals. Team coaching supports field and HQ teams to overcome changes or identify more efficient and effective ways of working.

For example, your team is seeking to work on its communication, to break down silos between departments or teams, to clarify roles, responsibilities and decision-making structure, or to address existing challenges within the team culture or dynamics.

WHAT DOES A COACHING RELATIONSHIP LOOK LIKE?

Individual coaching is delivered online, in a one-to-one relationship with the coach. A typical coaching relationship is 8-10 sessions (45-60 min each) over 3-9 months.

Team coaching typically consists of an initial 2-day out of office retreat for the entire team led by in person by two coaches. The initial retreat is followed by a 1-day retreat 3-4 months later

WHO ARE THE COACHES?

Our intersectional pool of coaches provide a confidential space to help you or your team develop professionally. All coaches have extensive MSF experience and have completed an International Coaching Federation accredited Coaching education.



WHAT DOES COACHING BRING TO YOU?

- Better contributions to the team and MSF
- Improved working relationships with others (communication, productivity...)
- Greater responsibility and accountability for actions
- Self-reliance
- Empowerment to achieve goals

ABOUT THE COACHING PROGRAM AT OCP

To meet the growing demand for professional development in MSF, the Mentoring & Coaching Hub (in Norway) has established a pool of internal and external coaches. The Mentoring & Coaching Hub ensures quality, supervision and evaluation of the program.

Our goal is to offer team and individual coaching to both field and HQ staff. With the graduation of our first cohort of Coaches from the Coaching Education Program in May 2018 and the second cohort graduating in November 2019, our ability to deliver coaching increases significantly. Each coach is committed to offer 100 hours of coaching to the MSF Movement.

OCP's Individual Coaching program was launched end of 2018, starting first as a pilot with HoMs and MedCos and extending the individual coaching offer to more profiles in April 2019.

OCP offers Team Coaching to every team who is interested at the project, coordination and cell levels.

The objectives of the Coaching program are:

“Supporting MSF staff by enhancing their personal and professional leadership skills through coaching”

Individual Coaching offers a confidential space where Coaches can explore their values and perspectives, with the aim of reaching alignment and balance in their professional activity. It is a very personal, sometimes introspective, process.

Team Coaching is a way to accelerate team performance. The team can be one that is already established, newly created with the intention of long-term development, or a short-term project team. All members of the team share a common goal and through team coaching, they can create innovative and ambitious action plans to achieve their desired outcomes.

INTERESTED IN HAVING A COACH?

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