

## **LSE Mid-Career Academic Coaching Programme Guidelines Academic Year 2024-25**

These guidelines are for:

- Colleagues who are making applications to LSE's Mid-Career Academic Coaching Programme
- Colleagues who are reviewing applications to LSE's Mid-Career Academic Coaching Programme

### **Introduction**

LSE is offering 20 mid-career academics, particularly from under-represented groups in the LSE research community who have experienced barriers to progression, the opportunity to take up a programme of coaching with external coach, Dr Katy R Mahoney. The programme aims to support you to navigate your career and achieve your aspired goals related to performance, working relationships, and skills and capabilities with the bespoke support of a professional coach. The coaching approach will tailor support to address each researcher's specific challenges.

Aligned to the [LSE Research for the World Strategy](#), the key objective of the LSE Mid-Career Academic Coaching Programme is to offer a development opportunity targeted to the mid-career stage and strengthen LSE's research culture and environment to sustain our excellence in world-leading research and impact across the breadth of the social sciences. This programme seeks to enable you to deliver high-quality research and impact, effectively communicate your findings to diverse audiences, enhance your skills and capacity in areas such as research leadership, project management and grant writing, and promote interdisciplinary approaches and foster strategic collaborations.

### **About the Programme**

The programme of coaching comprises:

- one (1) coaching onboarding 30min Q&A session,
- four (4) x 1-hour individual coaching sessions,
- CPD Standards Office coaching certificate for candidates on completion of programme for use as evidence towards chartered status applications,
- 12 months access to an online resource portal for handouts and additional career enhancing resources.

Dr Katy R Mahoney offers email support between coaching sessions for the duration of programme, insights into personality preference to support working within preference to maximise potential and additional coaching and personal development exercises and activities.

Coaching is about creating clarity and helping you realise your personal potential. This programme will support you to re-programme unhelpful thought patterns and find better ways to tackle career challenges. Your coach will help you to bridge the gap between where you are now and where you would like to be more effectively than if you worked alone. Coaching is about empowering you to move forwards, finding your own methods to overcome obstacles.

*“As a result of this programme of coaching I have submitted more papers. This was an important goal for me and I am very pleased to have developed this, not just in the short term during the coaching but doing this consistently over a longer period of time. I have, in particular, three effective strategies to manage my time, priorities, and workload.”*

Senior Researcher, University of Surrey, January 2023

## What to Expect?

- **Confidentiality:** Total confidentiality, provided by an external coach to LSE.
- **Challenge & Growth:** A challenge to your current way of thinking, to identify unhelpful thought patterns and find better ways to tackle a specific problem.
- **Actionable Steps:** Discover manageable steps and agree on actions to help you move forward.

Don't expect your coach to be a counsellor, therapist or mentor. A coach focuses on future possibilities and helps you to discover those possibilities yourself. Your coach will complement, rather than replace, the support provided by line managers and professional mentors. This integrated approach ensures comprehensive support for researchers throughout their professional journey.

## Applicants

Current mid-career academics (i.e. Associate Professor, Associate Professorial Research Fellows, Senior Policy Fellow) are eligible to apply. Applicants are able to self-identify whether they consider themselves as mid-career. We particularly encourage applications from underrepresented groups in the LSE research community.

## How to Apply

Applications should include:

- A completed [Coaching Application Form using the template provided](#)
- Applications must be submitted by **midnight (11:59PM) on Tuesday 3 September 2024** by email to Nathalie Van der Elst at [n.van-der-elst@lse.ac.uk](mailto:n.van-der-elst@lse.ac.uk).

## Timeline

Coaching Application Form deadline	Tuesday 3 September 2024
Applicants notified	w/c 16 September 2024
Coaching programme to start	September 2024
Coaching programme to end	February 2025

## Assessment

Applications will be evaluated on the extent to which they:

- Articulate how the coaching programme will feasibly support the applicant to transition into the next phase of their career aligned with their personal short- and longer-term goals.

- Convey how the programme will enhance specific skills necessary for the researcher's development (i.e. leadership, grant writing, project management, developing others, collaboration, communication, resilience, innovation etc.).
- Consider the potential impact of the programme to the applicant's future work, focusing on both their academic contributions and their contributions to LSE's research culture.
- Demonstrate the applicant's motivation, readiness and commitment to engage fully with the coaching programme.
- Ensure the coaching programme is inclusive and supportive of researchers across a range of backgrounds.

Applications will be assessed by a Panel of academic colleagues, the Senior Research Culture Manager, and external coach. Please refer back to these Guidelines and FAQs on our [LSE Mid-Career Academic Coaching Programme webpage](#) for updates on the composition of the Panel.

### **About Dr Katy R Mahoney**

[Dr. Katy R Mahoney FRGS, VRDF](#) is a distinguished professional researcher coach deeply committed to supporting individuals within the higher education community. Her expertise lies in assisting clients who navigate the intricate balance of professional responsibilities, family commitments, and external pressures. Katy fosters a nurturing and practical coaching environment that provides stability and fosters growth for her clients. Central to Katy's coaching philosophy is empowering clients to identify their priorities and define success within their academic or professional pursuits. The transformative experiences her clients undergo reflect her coaching ethos, characterised by integrity, candour, and a strong focus on client-centred practices.

### **Testimonial from former coachees.**

*"As a result of this programme of coaching I have submitted more papers. This was an important goal for me and I am very pleased to have developed this, not just in the short term during the coaching but doing this consistently over a longer period of time. I have, in particular, three effective strategies to manage my time, priorities, and workload."*

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## **Frequently Asked Questions**

### **1. When will this programme start?**

The aim is for this programme of coaching to start in September 2024 and last around 4-5 months. Depending on uptake, a second cohort of coaching may also start in January 2025.

### **2. What is coaching?**

"Coaching is... unlocking a person's potential to maximise their own performance. It is helping them to learn rather than teaching them." - Timothy Gallwey, *The Inner Game of Work*

Coaching is about supporting individuals to create clarity and realise their researcher potential. As a coach, Katy assists individuals in bridging the gap between where they are now and where they would like to be far more effectively than if they worked alone. Katy does this by:

- Helping to raise awareness through asking questions, which allows individuals to get clear on what they truly want to achieve.
- Assisting in creating practical, step-by-step action plans to reach their goals.
- Providing a 2-step support programme to overcome obstacles that may be encountered.
- Providing tools, techniques, and strategies to create lasting change and success.

### **3. How will the sessions work?**

During the first session, current challenges will be discussed along with considering the overall research/career goal and the manageable stepping stones that could be taken to move forward. The reality of the current situation will be discussed, considering all ideas and options to move forward and challenging the current way of thinking. You will then decide the way forward and what you are going to commit to doing by when. At the end of the session, the second appointment will be arranged in relation to your commitment to action. During the second call, you will review your progress with Katy, understanding what worked and how to continue moving forward. The sessions are 1 hour long and conducted using Zoom.

### **4. What can be expected from coaching?**

- To be asked questions and listened to in a totally confidential and non-judgemental environment.
- To be challenged in the current way of thinking to find paths that feel more congruent with aspects of life and the approach to research.
- To be encouraged to change the current way of thinking about certain challenges, locating unhelpful thought patterns, and discovering a more resourceful state.
- To discover manageable steps and agree on actions to move from where they are now to where they want to be.

### **5. Will Katy tell me what to do or fix my problems?**

Although some skills may be similar, a coach is not a counsellor, a therapist, a mentor, or a consultant. Katy will not tell you what to do. If you want someone to support you to set goals, create action plans, and provide ongoing feedback that is tailored specifically to you then coaching is what you are looking for. Opting for a coach means working with someone who is committed to support you to feel more positive about the direction of your work and more confident that you can achieve success.

## **6. Who does Katy coach?**

Katy coaches many different types of people, including senior research managers, academics, research staff, PhD students, clinicians, and medics. People come to Katy for coaching because they are finding it hard to move forward in their career, on a project, or in their research. Others come for coaching because they want to make a change. For example, they might want to start writing more, be more productive, or find a better balance in their career. They know that there is a gap between where they are now and where they want to be in the future.