



**UNIVERSITIES  
SOUTH AFRICA  
HELM**

# **WIL COACHING REPORT**



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# BACKGROUND

The WiL Coaching was rolled out virtually from September to December 2020, which brought together 26 women leaders from seventeen (17) universities

The participants consisted mostly of HoDs, followed by HoS, Directors and Deans. Out of twenty-six (26) participants five (5) were White and the other nineteen (19) consisted of Africans, Coloured and Indians.

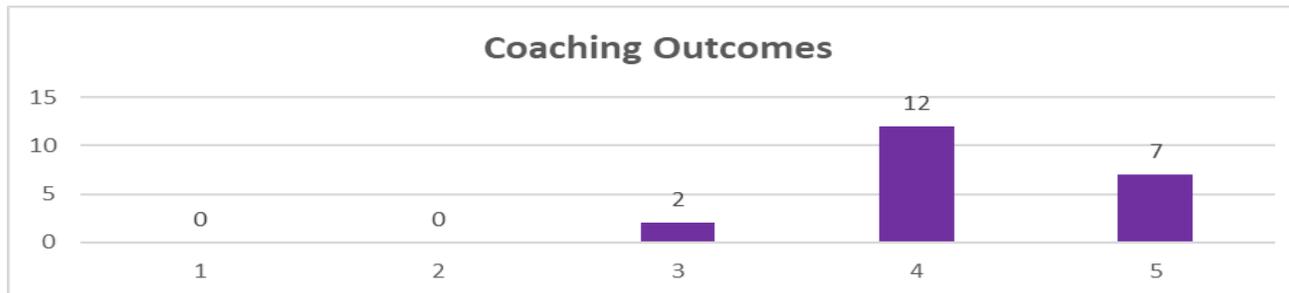
There were sixteen coaches who were contracted for the coaching service. Out of the sixteen coaches, ten (10) each had two coachees and the other 6 coaches had one coachee each.

# METHODOLOGY

- A coaching evaluation questionnaire was developed to evaluate the coachees' general level of satisfaction with the WiL coaching; impact, knowledge transfer and suggestions to improve the coaching.
- Out of 26 participants only 22 coachees filled in the evaluation questionnaire.
- The evaluation was anonymous
- The coaches submitted a final coaching report of which the findings are based on the final report. There were twenty-six (26) reports submitted by all the coaches.

# FINDINGS

## COACHEES



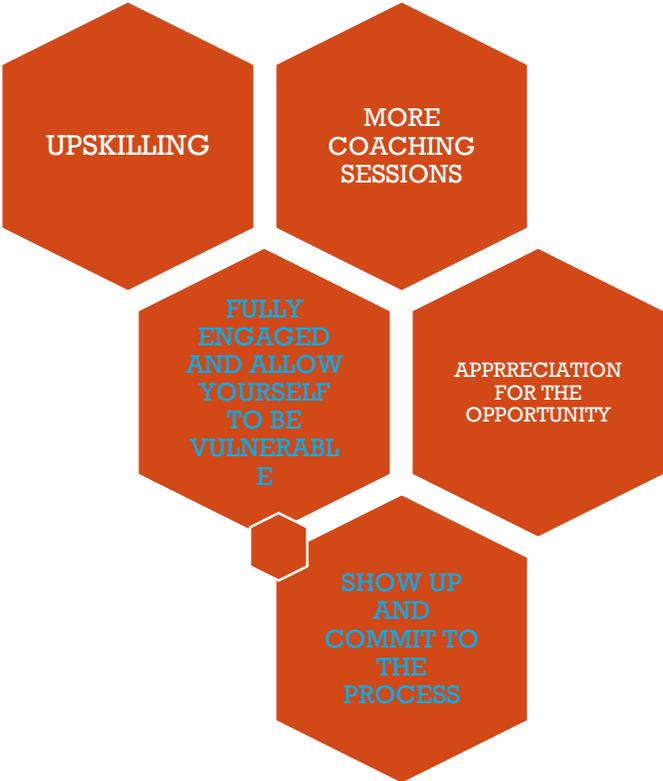
- I am happy and satisfied with the outcome.
- Self-care.
- Be more strategic.
- Goal setting and how to go about implementing them.
- Allow myself to say no based on my time availability and a greater appreciation of self-awareness.
- Make time myself. Try to balance work and personal life.

# FINDINGS CONTD.

## COACHING IMPACT AND DEALING WITH CHALLENGES

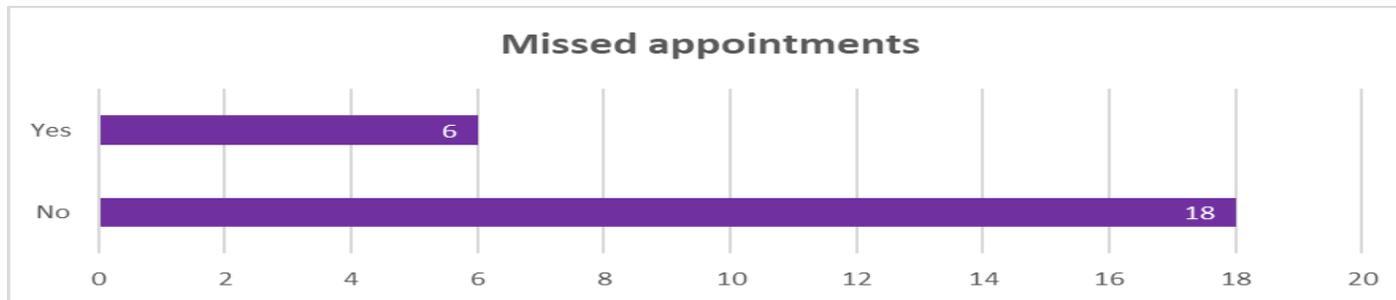
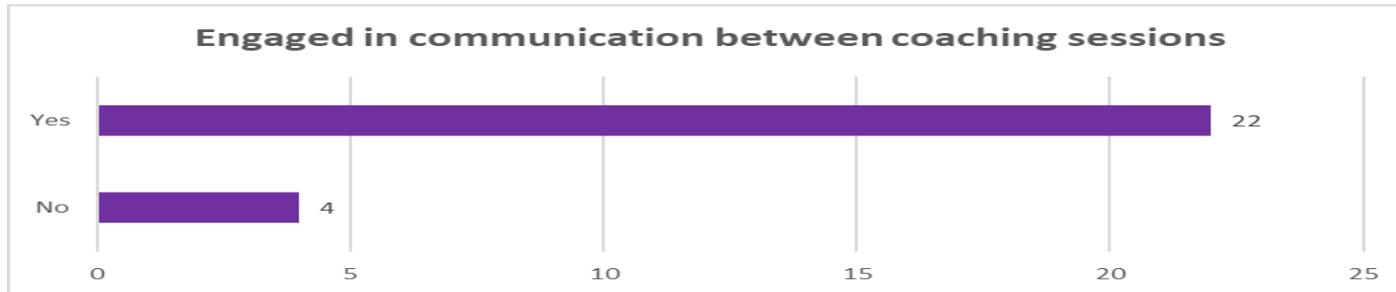


## RECOMMENDATIONS FOR HELM AND FUTURE PARTICIPANTS



# FINDINGS

## COACHES



How would you score the coachee on the following:					
1 Bad – 5 Excellent	1	2	3	4	5
Problem-Solving Ability		1	7	11	8
Assertiveness	2	3	3	11	7
Emotional Resilience			7	14	5
Practicality (being practical and visionary, tough and compassionate)		3	9	8	6

## CHALLENGES

- Too much workload and often exhausted
- Connectivity challenges.
- Coachees who had health issues (receiving professional counselling, dealing with a chronic health condition).
- Choosing to talk about issues instead of self.
- More sessions needed in order to explore issues more deeply.

# FINDINGS CONTD.

## Coaching themes

SELF MANAGEMENT

UPSKILLING

WORK DEMANDS

CAREER PROGRESSION

SELF-CARE

## Developmental practices to help coachees

COACHING SUPPORT

SELF-LEADERSHIP AND MANAGEMENT

UPSKILLING

SELF-CARE

WORK ENVIRONMENT (Culture)

# HOW CAN THE PROGRAMME BE IMPROVED

- Increase coaching session
- Coach Matching
- Provide detailed explanation on what coaching is
- Talking about the self
- Evaluation (Journaling, personality questionnaire)
- Contracting process

# RECOMMENDATIONS

## HELM

- Increase coaching sessions
- Re-view the contracting process for coaches
- Full training on what is coaching
- Evaluation
- Keeping the momentum

## UNIVERSITIES

- Blending WiL coaching with work mentorship
- Coaching in universities
- Upskilling
- Safe space for dialogues
- Personal wellbeing

# CONCLUSION

- There was significant evidence in the coachees responses that they appreciated the value of the coaching presented to them.
- Coaching has been a safe-support base for the coachees. For most participants it was their first coaching experience.
- The key challenges that women are confronted with include self-management, self-care, career progression, upskilling and work overload.
- These, if not taken care of, are bound to interfere with the sustainability of women leaders in higher education. Hence universities need to provide support to address these challenges.