



Group Coaching Programme

Cohort Three – Pathways Back To Work

As the BSG approaches its 90th Birthday in 2027, the Clarity Hub is proud to be partnering with them to bring members a brand-new group coaching programme.

What this programme is all about

This programme is designed to support member development and professional growth, and working with the team at the BSG, we will be identifying and recruiting BSG members to participate in a focused coaching initiative, with an emphasis on cultivating critical skills and competencies aligned with the evolving needs of the future workforce.

The Clarity Hub will provide high-quality coaching to up to 40 BSG members, at four critical stages in their careers: Pathways Back to Work, Pathways to Retirement, Pathways to a New Professional Role & Pathways to Greater Work Satisfaction.

About The Clarity Hub

We are a coaching and mentoring specialist organisation which works with individuals, groups, teams and Boards in a variety of ways including one-to-one coaching, group coaching, Board development, and sense-making workshops. Through all of this work, we aim to bring clarity. We help individuals and teams to put the systems and habits in place that enable them to live the life they want to, in the most productive and satisfaction filled way possible. We help our clients to set and achieve goals, and harness and make the most of ambition.

Pathways Back To Work

Have you recently had a long absence from work due to ill health, parental leave or a sabbatical? If so, and you're wondering how to fit back into your professional role, how to work alongside old and new colleagues, and how to revise and refine your working practices after the changes to self that might have occurred, then this

programme may be right for you as it aims to support individuals in rebuilding confidence, professional identity, and psychological safety as they re-enter the workplace after a long time away .

About the programme

This is a six-session group coaching programme delivered online, and designed exclusively for BSG members – doctors, nurses, allied health professionals – who are ready to or have just returned to work but are looking for expert guidance and a supportive environment to help make it a success. This Cohort is all about supporting a confident, psychologically safe return to work after extended absence and through structured group sessions, reflective exercises and peer learning, participants will gain clarity about the next steps and create a realistic and motivational plan to help them get there. We know that returning to work after a prolonged absence—whether due to illness, parental leave, sabbatical, or caring responsibilities—can be psychologically complex. Many individuals experience:

- Loss or shift in professional identity
- Perceived changes in status or credibility
- Anxiety around colleagues' expectations
- Imposter syndrome and self-doubt
- Reduced confidence in competence and worth.

And by the end of the programme we will aim to deliver:

- Increased confidence in their professional role and value
- Reduced imposter syndrome and self-criticism
- Improved ability to navigate old and new workplace relationships
- Greater tolerance of uncertainty, visibility, and perceived judgement
- Clearer self-narrative around absence, capability, and worth
- Practical strategies for managing status changes and role shifts

Core Themes Covered in the Coaching

1. Identity & Status

- Making sense of perceived loss of status or seniority
- Reclaiming professional identity without denial or overcompensation
- Understanding how absence impacts self-perception vs reality

2. Imposter Syndrome & Self-Worth

- Differentiating competence from confidence
- Working with internalised narratives of “falling behind”
- Rebuilding belief in professional value and contribution

3. Workplace Relationships

- Reconnecting with former colleagues
- Navigating changed team dynamics and new hierarchies
- Managing comparison, envy, resentment, or shame
- Communicating boundaries and needs confidently

4. Psychological Safety

- Developing internal psychological safety when external environments feel uncertain
- Managing fear of judgement, scrutiny, or exposure
- Strengthening self-trust and self-compassion

5. Sustainable Return-to-Work Mindset

- Letting go of “catching up” narratives
 - Building realistic expectations and pacing
 - Preventing burnout, relapse, or disengagement
-

The coaching will be underpinned by:

- Psychological safety theory
- Compassion-focused approaches
- Identity and narrative models
- Adult learning and reflective practice
- Group-based normalisation and peer learning

Safety is prioritised through:

- Clear group agreements and boundaries
- Skilled facilitation
- Optional disclosure (no pressure to share personal details)
- Emphasis on choice, autonomy, and pacing

This programme might be for you if you:

- Are preparing to return, or have recently returned, to work
- Have been absent for 6+ months (flexible)
- Are medically stable
- Experience anxiety, self-doubt, or confidence issues related to work
- Want practical psychological tools rather than clinical treatment

How Group Coaching Works

Our structured 6-session group coaching programme combines evidence-based career development strategies with the power of peer support and expert coaching. Each session builds on the last, guiding you through a proven framework to shift from burnout to balance, from confusion to clarity. The programme includes:

- Regular 90-minute group coaching sessions via Zoom
- Workbooks and reflective exercises between sessions
- Tools to identify values, strengths, and purpose
- Real-time peer feedback and supportive accountability
- Led by experienced coaches
- WhatsApp group to offer support between sessions

How to apply

To apply, simply click on the link below, answer a few simple questions, and submit.

<https://eu.surveymonkey.com/r/V99JFBD>

The closing date for applications is **FRIDAY 20th FEBRUARY**. **Successful applicants will be notified via email by Friday 27th February**. Please note the dates for this cohort's coaching sessions are:

Tuesday 10th March

Tuesday 31st March

Tuesday 21st April

Tuesday 12th May

Tuesday 9th June

Tuesday 7th July

All sessions will take place from 4.30pm until 6pm.