

Details Matter: Expectations Matter

Coaching and Mentoring are not the same... It's about Focus...

"One of the greatest values of Mentors is the ability to see ahead what others cannot see and to help them navigate a course to their destination." — John C. Maxwell

"Mentoring is a brain to pick, an ear to listen, and a push in the right direction." — John Crosby

What is Coaching?

Coaching is, simply put, a tool for personal, leadership or organizational development and growth. It is a discovery methodology used to uncover answers to existing issues that are hindering the ability to move forward, improve and achieve goals. Coaching is an engaged relationship between the professional coach and their client/coachee. Unlike Mentoring-the Coach does not have to be in the same industry /job skill areas. The coaching engagement focuses on the client taking action toward the realization of their vision, goals or desires. Coaching uses a process of inquiry and personal discovery to build the client's level of awareness and responsibility and provides the client with structure, support and feedback. Good Coaches "lead from behind" . It is based on the core belief that people are not broken, they do not need to be "fixed". It is about asking powerful questions to help their client "discover" themselves. In coaching, the best answers that are the ones discovered not given. Coaching is about supporting self discovery and both personal and professional growth. The difference between Coaching and Mentoring is that Coaching can focus on either the personal or professional growth and development needed to meet the challenges facing the Coachee. Coaches can also be Mentors if they are in the same areas/industry/job skillsets. *Performance Coaching is a type of coaching that is organization/ company focused on a set goal/outcome.

"All people have untapped leadership potential...With coaching and practice, we can all get better at it."
- Noel Tichy, *The Leadership Engine*

"...We don't need more command and control; we need better means to engage everyone in solving challenges and crises as they arrive."
- Meg Wheatley, *Finding Our Way: Leadership for an Uncertain Time*

What is Mentoring?

Mentoring is an ongoing relationship between an Expert in the same industry with advanced work/ skillsets and their Protégé. As a Coach, I have found mentoring as a component of Coaching. Internal Coaching Programs are sometimes referred to as Mentoring Programs. Mentoring focuses on assisting the Protege taking action toward the realization of their vision, goals or desires. Mentoring is a performance development process for retaining talented employees from new inexperienced entry level to mature employees who need to expand or refocus their skills. Mentoring leverages the experience of the Mentor through an established process of inquiry and personal discovery to build the level of awareness and knowledge while providing structure, support and feedback through the "Rules of the Road". In Mentoring- the best answers are the ones discovered not given. Mentoring is about supporting self discovery and both personal and professional growth. The difference between Mentoring and Coaching is that Mentors are experienced in same area/industry as their Protege. The focus is on integration of the protégé to the organization requiring the new/reframed skillsets. Mentors can also be Coaches.