



COACHING AND MENTORING

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— Today

- Questions from last class
 - Comments from last class
 - Coaching and mentoring
- Homework responses – what is your experience with coaching or mentoring?
 - What skills, knowledge and values can you contribute?

What is coaching?

- Performance-driven
- On-the-job tasks
- Shared wisdom
- Ask questions
- Reflect on experience





—— What is mentoring?

Development driven

Career progression

Experience-based

Apprenticeship

Apply knowledge





—— Coaching and Mentoring

Evoke excellence in others

Action-oriented

Based on reflection and insight

Knowledge speaks, but wisdom listens.

Jimi Hendrix

Break

Please take a 20 minute break from our session.

Use this time to stretch and move around.

Video

- <https://www.youtube.com/watch?v=RmgbHbMLouw&t=76s>

After watching this video, break into small groups to discuss:

- How does the son coach his father?

Activity

In groups of 3 – 4:

Interview each other with the following general questions:

1. What are the responsibilities of the coach or mentor?
2. What is the responsibility of the person being coached or mentored?

Responsibilities of Coach / Mentor

- Draw on their own knowledge and experience to offer solutions and advice
- Be available
- Ask questions; then listen
- Show; don't tell
- Lead by example
- Set shared goals
- Relax ; make time for informal conversations
- Create a learning culture in your organization

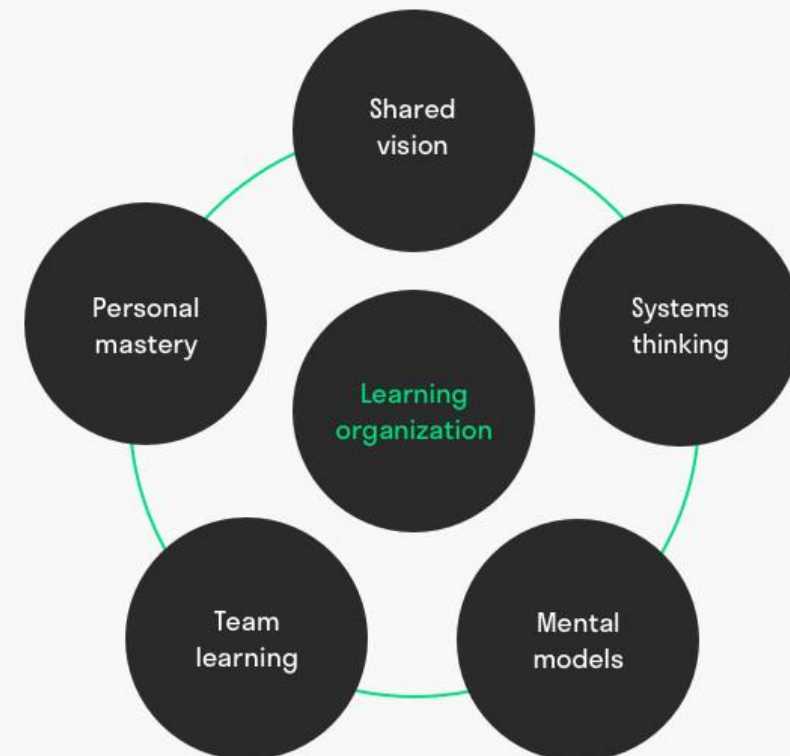
Learning Organization

5 disciplines, according to Peter Senge:

- Build a Shared Vision
- Mental Models
- Team Learning
- Personal Mastery
- Systems Thinking

Senge's Five Disciplines of Learning Organizations

toolshero



"The Comfort Zone"



— Leadership

- Model the way
- Inspire a shared vision
- Challenge the process
- Encourage the heart
- Enable others to act

From Kouzes and Posner:
The Leadership Challenge



Mongolia:
Enhancing Resource
Management through
Institutional Transformation

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