

MENTORING VS COACHING

At first glance, mentoring and coaching may seem similar. They are both techniques commonly used by business owners to drive culture and growth within the business and support the personal and professional growth of employees. The terms are not interchangeable, however.

Mentoring is "A process of straight swap of experience and knowledge from one person to another, a mentor provides guidance and direction to a mentee. The mentor has achieved success within the industry, and voluntarily or otherwise shares his or her expertise with the colleague.

A Coach is 'a method of achieving set goals.' A coach helps people achieve specific, immediate goals as defined by the business or organisation.

A great saying when you think about the difference between a Mentor and Coach "A coach has some great questions for your answers; a mentor has some great answers for your questions."

Mentoring

Business owners can utilise both mentors and coaches. At Simple Series we will examine some key differentiations between mentoring and coaching.

Mentoring is oriented around relationships. Although the mentor and mentee might initially focus on certain learning goals or competencies, over time they develop a bond and rapport that often transcends specific workplace issues.

Mentoring is development driven. The focus is on the future. The mentor shares his or her experience in an effort to positively influence the personal and professional growth of the mentee.

Mentoring requires a significant time commitment from both parties. Mentors and mentees may start out as casual acquaintances, but often build strong fellowships that can continue for years.

Mentoring requires little oversight. Although a manager may be assigned to administer the logistics of a mentoring programme, formal supervision is rarely required. For the most part, mentors and mentees steer the direction of their relationship (thinking in the corporate environment).

With mentoring, success is usually measured in broad terms. While benefits may include improved morale or lower staff turnover, it can be challenging for organisations to identify specific key performance indicators (KPIs) that result from a mentoring relationship.

Coaching

Coaching is oriented around defined tasks. Coaches are often called upon to help individuals become more proficient in certain areas or address important workplace skills they might be lacking. Some examples might include conflict resolution, strategic thinking, or public speaking.

Coaching is performance driven. The focus is on the present. The purpose is to improve, enhance, or acquire new skills that can be leveraged immediately.

Coaching has a defined ending. Parties may meet just once or over a period of time, however the relationship usually terminates when the trainee masters the specific skill or goal they were working on.

Coaching requires active engagement. A manager must monitor the progress, solicit regular feedback from the coach, and oftentimes determine when a coaching initiative should conclude.

With coaching, measurement is easier. Specific goals are clearly defined in advance, and the accomplishment of those goals can be tracked and measured.

We support businesses to amplify growth



hello@thesimpleseries.com - www.thesimpleseries.com