



Coaching, Mentoring, and Management

Lesson 1: Coaching vs. Mentoring

The Big Idea:

“When a person acts without knowledge of what he thinks, feels, needs, or wants, he does not yet have the option of choosing to act differently.”

Clarke Moustakas

Have you ever wondered why some companies keep their employees for 10, 15, and 20 years while others are experiencing high rates of turn over? One of the reasons we have discovered from our research at SLD is that organizations who have great coaching and mentoring programs for their employees experience a higher retention rate than those companies that do not have formal programs. These two similar yet different approaches can have a profound impact on your staff members and can be the determining factor to how long they stay with your company.

This lesson will discuss coaching and mentoring by compare and contrasts the principles of each practice. Further, this lesson will address when and how to combine coaching and mentoring.

◆ *Leader's Notes* ◆
PRAY! PRAY! PRAY!

A Question to Consider:

In what ways does coaching and mentoring differ? Relate?



What exactly is coaching and mentoring? Both are typically one-on-one relationships in which support and accountability provides someone safe relationship, to help him or her develop towards a better future. While both practices have the same goal, the approach and tactics used to accomplish the goal is different.

Coaching:

Coaching is designed to come along side people by asking them purposeful questions that pulls insight, strategies, and plans out of the coachee. The questions come from the coach, who actively listens to the coachee in this safe space probing questions that opens new areas to explore. The coachee becomes accountable to the goals and strategies he/she has decided will work.

Mentoring:

Mentoring is a practice by which someone seeks out a person with relevant professional and personal experiences in a particular field and asks him/her to guide and walk with them. The mentor makes deposits into the mentee by offering advice, counsel, and instruction.

Combination:

Dr. Terry Walling of Leader Breakthru describes the difference simply as “Coaching pulls things out. Mentoring puts things in.” Walling gives us some great advice on how to combine the two: “While I subscribe to the coachee setting the agenda and the overall coaching posture, there does come a time when the coach needs to deposit new information that is not attainable in any other way except from the coach. Concise input brought into the conversation at a strategic moment allows the coaching and the person being coached to not plateau or remain stuck in their current paradigms.” If you are in a coaching relationship with someone who wants occasional advice or guidance from you, then make the necessary adjustment. However, be careful not to assume or automatically jump to mentoring and the telling mode but instead offer input while still maintaining the coaching posture.

◆ Leader's Notes ◆



A Thought to Ponder:

Coaching and mentoring are effective tools in their own right but can be useful when combined.

**A Thought: What are the indicators that a person needs to be coached vs. mentor? Mentored vs. coached?
A combined approach?**

What Difference Would It Make:

Knowing the difference between coaching and mentoring:

There are a few differences in the characteristics of coaching and mentoring. One of the main differences is that coaching is short-termed, structured and the agenda is set by the coachee versus the coach. In mentoring, it is more long-term over an extended period of time, less structured with more casual exchange than a traditional structured meeting.

Suggested Resource:

Leadership Coaching: The Disciplines, Skills and Heart of a Christian Coach

By Tony Stoltzfus

https://www.amazon.com/Leadership-Coaching-Disciplines-Skills-Christian/dp/1419610503/ref=sr_1_1?ie=UTF8&qid=1520021975&sr=8-1&keywords=leadership+coaching+stoltzfus

◆ *Leader's Notes* ◆