



Coaching, Mentoring, and Management

Lesson 2: Why Managers Should Coach and Mentor

The Big Idea:

“The goal of coaching is the goal of good management: to make the most of an organization’s valuable resources.”

Harvard Business Review

If you have been leading a team for any period of time, then you have discovered that you are only as effective, productive and successful as those who make up your team. The reality is that although each member of your staff possesses knowledge, gifts, and experiences before coming to the team, it is your responsibility as the leader to facilitate continuous professional and personal development opportunities. Your genuine investment into your team’s develop will inspire and motivate them to make the vision and plan you have come to pass in amazing ways.

This lesson will discuss two amazing practices that leaders, managers, supervisors and those who work with teams can use to aid in staff development: coaching and mentoring.

◆ *Leader’s Notes* ◆
PRAY! PRAY! PRAY!

A Question to Consider:

What are the short- and long-term benefits when a manager incorporates coaching and mentoring practices into his/her staff development plan?



The Salvation Army

Jack McDowell School for Leadership Development
Evangeline Booth College, Atlanta, GA
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Retention:

While developing a following is key to leadership, being able to keep them is another factor. Great leaders can retain great people because he or she works diligently to empower and develop their team. Leadership is, without question, a people business. It is beyond managing budgets, executing goals, and meeting standards. It is fundamentally about the people who serve on your team. As the leader, they are the people you are called to impact for Jesus.

Weekly Check-ins:

Coaching and mentoring provides regular and consistent interactions with your staff. It is a good rule of thumb expressed by key leaders that you should have a weekly check in with your team, at least your direct reports. This weekly check in serves several purposes. One of the purposes of weekly check-ins is that this meeting gives you a set and consistent opportunity to develop each individual member of your team. This one-on-one allows you to celebrate your team member’s successful completion of a project, discuss areas of growth in their performance, share an article or podcast that would strengthen them, or suggest a seminar or conference for them to attend.

Business Goals and Performance Reviews:

A leader’s investment into talent development is not purely altruistic. Leaders and managers know that coaching their teams will allow them to achieve their business goals. When leaders get intricately involved with their employees through professional development opportunities and regular engagement, productivity and achieved goals becomes the norm. In line with meeting business goals is another factor that managers must consider and that is performance reviews. Although there has been some buzz around getting rid of formal performance reviews in the work place, the majority of industries and organizations are still using traditional means for sharing performance-related information. One of the ways that leaders can engage in performance reviews apart from the stigmas and challenges surrounding it is by having regular coaching and mentoring encounters with staff member.

◆ Leader’s Notes ◆



A Thought to Ponder:

There was a study of the top leadership traits among high level executives and the most common one was affection and empathy!

A Thought: What role does empathy play in supporting the professional development and ensuring the retention of your staff members?

What Difference Would It Make:

BOOSTING DIALOGUES

A research project conducted by the Harvard Business Review with corporate executives revealed that increasing “boosting dialogue” with staff members was at the top of the list of the elements that companies consider to be important in terms of staff development and performance reviews. This emphasis deals with increasing the quality and frequency of the feedback managers are providing

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* ◆