

ECA/EMCC Luxembourg Information and Network Breakfast



Coaching and Mentoring: Two sides of the same coin?

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In practitioner skill sets, approach and outcomes, how are they similar and how are they different?

At which times and under what circumstances are these methodologies more optimally helpful?



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Do any internet search and you will literally find hundreds of definitions of coaching and mentoring...many interchangeable. This leads to confusion for coaches, mentors and those with whom we work.

To us, mentoring and coaching are quite different...



Coaching and Mentoring together



Coaching derives from the metaphor of a vehicle for transportation of people, “carrying”. Origin early 18th century England.

Mentoring derives from Greek Mythology, Mentor, the person given the responsibility to educate and impart wisdom to the son of Odysseus at the time of the Trojan War. Modern origin, mid 18th century, France.



Coaching and Mentoring



Modern Coaching is largely a post world war II activity coinciding with the mass migration of young people away from their traditional family support structures into urban areas. It is a substitute/replacement for the historical role played by family members, neighbors/friends and trusted community experts.



Mentoring and Coaching



Mentoring is a return to archetype, representing the preferred approach for the transfer of knowledge since earliest times.



What is Coaching ?



Coaching is a developmental relationship which supports personal growth and within which the coachee is supported in his/her quest for self knowledge to find answers for themselves, so they can better themselves in specific agreed areas.



What is Mentoring ?



Mentoring is a developmental relationship in which a less experienced person (mentee) seeks out and establishes a relationship with someone who holds a certain skill or knowledge set (mentor) over which the mentee wishes to acquire mastery. The purposes is to achieve a transfer of the knowledge/skill set from the Mentor to the Mentee.



Coaching



Is typically performance, success, and result directed, with emphasis on taking action and nourishing changes over time

- Helps shift the world view in a way that opens up new possibilities for action
- Assists in staying focused on an objective to achieve the desired outcome or change
- Explores possibilities and potential resulting outcomes
- Helps the client identify values and passions and align them with professional or personal goals
- Generally: ASKS thought-provoking questions that take advantage of the clients natural insight, knowledge and creativity



Mentors



In leadership development mentoring programmes the mentor usually occupies a senior-level assignment of authority and influence within his/her organisation

- Has a broad view and work experience
- Shares own work knowledge and experiences, the good as well as the bad
- Generally:
 - SHARES experience
 - Gives feed-back
 - Suggests
 - Gives own opinions



Coaching and Mentoring



Coaching is situational and topically aligned,
more likely with limited months of duration...

Mentoring is holistic and frequently lasts for a
year or so...



Coaching and Mentoring together



Coaching...is drawing out of you what God has put in you...

Mentoring is imparting to you what God has given me...

Dale Stahl





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THANK YOU !

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