

Leadership and Management

Coaching and Mentoring



Mentoring and coaching are methods that you can use to help your staff team develop their skills and knowledge. Whilst training is important, it may not always be the best option for supporting your team. There may be a lack of finance to support training, not enough time, or you may be unable to provide staff cover. Assigning a mentor or coach may be a beneficial and cost-effective addition to support practitioners.

When coaching and mentoring is implemented successfully, the following benefits can be achieved:

- Gain knowledge and skills
- Improved psychological well-being and confidence
- Increased reflectivity
- Professional and career development
- Cross sector and group working
- Better problem-solving skills
- Building a collaborative culture

TASK 1

What is the difference between a coach and a mentor?

Use the web to find out the difference. Here's a website to get you started [Difference Between Coaching and Mentoring | Insala Blog](#)

Which one would be useful in your setting?

Which one are you? How do you know this?

TASK 2

When have you been mentored or coached?

Was it a positive experience? Why?

How did you benefit from being coached or mentored?

Can you reflect on the value and impact of these experiences?

What have you taken from the positive or negative experiences you've had and how might this shape your practice moving forward?

TASK 3

The GROW Model is a coaching framework used in conversations, meetings, and everyday leadership to unlock potential and possibilities. GROW was created by Sir John Whitmore in 1980s.

Next time you support someone use this model.

- Goal – Choose a goal or required outcome for the coaching.
- Reality -explore where they are around the topic/goal, what's going on for them, what's getting in the way
- Options – explore ideas and brainstorm what they could do to move forward.
- Will do – identify actions they will do to move forward.

Use this model to help frame conversations with individuals. This website gives you questions you could work through to aid discussions and create quality conversations. The SWOT Q card can also help you do this.

[The GROW Model Explained for Coaches \(plus .PDF\) | The Launchpad - The Coaching Tools Company Blog](#)