



Mentoring and Coaching

Outline

- What is Mentoring?
- What is Coaching?
- Difference between Mentoring and Coaching
- Effective Monitoring (organisational)
- Obstacles and Challenges



Group Work

A Groups

- In your group, discuss the following
 1. What are the qualities of a good mentor?
 2. What are the elements of Effective Mentoring?
 3. What are benefits of mentoring and coaching

B Groups

- In your group, discuss the following
 1. What are the qualities of a good mentee?
 2. What is required to sustain a mentor – mentee relationship?
 3. What are the Obstacles and Barriers to effective mentoring?

Groups Present to all in plenary



What is Mentoring?

- ❑ Mentoring is an intense relationship in which a senior person oversees the career development and psychosocial development of a less-experienced person (Douglas 1997).
- ❑ Mentors impart wisdom about the norms, values, and mores that are specific to the organization
- ❑ It entails supporting the less experienced by, providing advocacy, counseling, support, and protection—feedback and information that they would otherwise not have.



What is Coaching?

- ❑ Coaching is providing guidance to another on their goals and helping them reach their full potential.
- ❑ Coaching is a form of mentoring but is more focused and usually shorter in duration.
- ❑ Coaching relies on job-related tasks or skills and is accomplished through instruction, demonstration, and high-impact feedback
- ❑ Both mentoring and coaching are important components of leadership development.

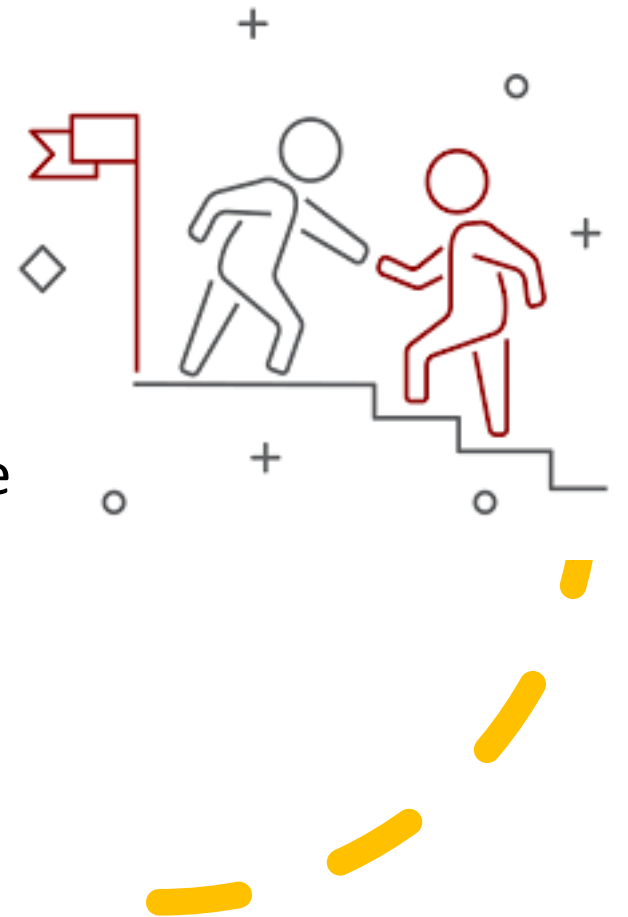
Effective Organisational Mentoring

- Mentoring should be demand driven
- Design a Mentoring Programme
- Requires careful planning and consideration around the organization's needs.
- The program must have organizational commitment and Support
- Clearly Defined Outcomes
- Screening, Selection, and Pairing
- Training Mentors and Mentees
- Investment of time and other resources
- Baseline and Continual Monitoring and Evaluation



Obstacles & Challenges

- Getting buy-in for the program from leadership.
- Having someone dedicated to managing the mentoring program.
- Finding the right balance of mentors and mentees.
- Pairing mentors and mentees.
- Monitoring and Reporting on the mentoring program.
- Sustainability



Overcoming the Obstacles and Barriers

- Assign a mentor to a group of mentees
- Meet less often officially and augment the dialogue with informal and virtual meetings
- Mentors could meet their mentees via phone or e-mail.
- Use technology to enhance and augment the mentoring process.
- Use available meeting days that are already in the organisation's calendar
- Expand the pool of mentors so principals have opportunities to do on-the-job coaching.
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**THANK
YOU**

