A faint, light gray silhouette of four people sitting around a table in a meeting or classroom setting, with one person on the right using a laptop. The background is white with a subtle grid pattern.

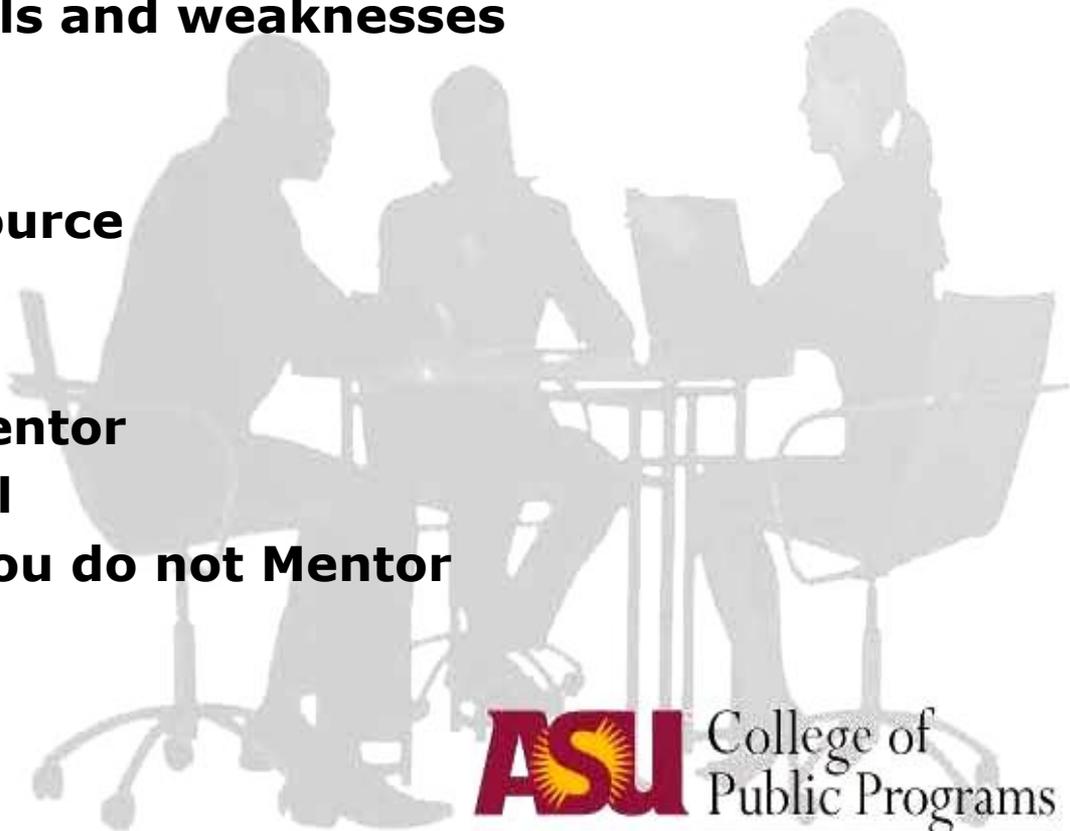
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The Leader's Role in Mentoring and Coaching

- 1. Know our own skills and weaknesses**
- 2. Types of Mentor.**
 - a) Career Guide**
 - b) Information Source**
 - c) Friend**
- 3. Intellectual Guide**
- 4. Benefits for the Mentor**
- 5. Formal or Informal**
- 6. What happens if you do not Mentor**



Definitions

Mentoring: Mentoring involves a developmental relationship between more experienced and less experienced individuals, and typically involves having of advice. A business associate can act as a mentor given that he or she has adequate expertise and experience. However, mentoring is not a form of business coaching. Teaching, giving feedback, counseling through change, and structuring ongoing contact over a designated time period.

Definitions

Consulting: The practice of giving expert advice to help organizations improve their performance through the analysis of existing problems and the development of plans for improvement. Consultants are typically experts in a specific field and have a wide knowledge of the subject matter. A consultant is typically hired to get something specific done for you. There is no coaching involved, this person is all about doing and producing 'deliverables' such as reports and analyses. Provides advice based on one's subject matter expertise, as well as performs analysis, writes reports, and makes recommendation.

Definitions

Coaching: Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. Coaching honors the client as the expert in his/her life and work and believes that every client is creative, resourceful, and whole. Coaches are trained to listen, to observe, and to customize their approach to individual client needs. They seek to elicit solutions and strategies from the client; they believe the client is naturally creative and resourceful. The coach's job is to provide support to enhance the skills, resources, and creativity that the client already has.