

Supporting Professional Development with Coaching & Mentoring

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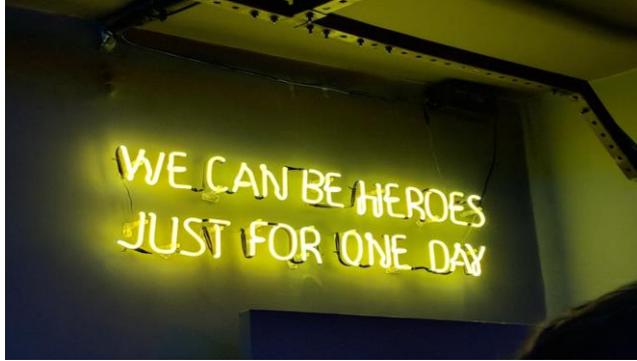
Background to the Session

- Introduction to us and the work we do at Oxford Brookes University – International Centre for Coaching & Mentoring Studies ICCaMS
- What would help you, our audience?
- Coaching and Mentoring – similarities and differences
- Shared skills sets in coaching and mentoring
- Ethical practice – contracting, reflection

Poll: Rate your level of experience in relation to coaching and mentoring

What do you hope to get out of this session on coaching and mentoring?

- Let us know your **HOT** topics



Coaching

Thomson (2014) advocates coaching can be seen as;
“a relationship of rapport and trust in which the coach uses their ability to listen, to ask questions and to play back what the client has communicated in order to help the client to clarify what matters to them and to work out what to do to achieve their aspirations.”



WE CAN BE HEROES
JUST FOR ONE DAY

Mentoring

Broadly, mentoring is associated with;
*‘nurturing, advising, befriending and instructing,
with mentors serving as advocate, advisors, and
promoters.’* (Mullen, 2017).

Coaching and Mentoring

Mentor

Has plenty in common with the mentee

Seeks to build up the relationship with the mentee

Intervenes at key transitional moments in the mentee's life

Is developmental with a broader remit

Can be informal, formal or semi-formal

Coach

Works better with less in common with the coachee

Has less time available so uses their position of objectivity to their advantage

Is performance-focused and can be accessed at any point in the coachee's life

Is assessment driven and goal-specific

Is predominantly formal

Table 1. Summary of the differences between Coaching and Mentoring (Salter, 2013)

What do new practitioners want to know?

What is the right way of doing it?

Skills:

- Listening
- Questions

What do new practitioners want to know?

What is the right way of doing it?

Managing the client's space:

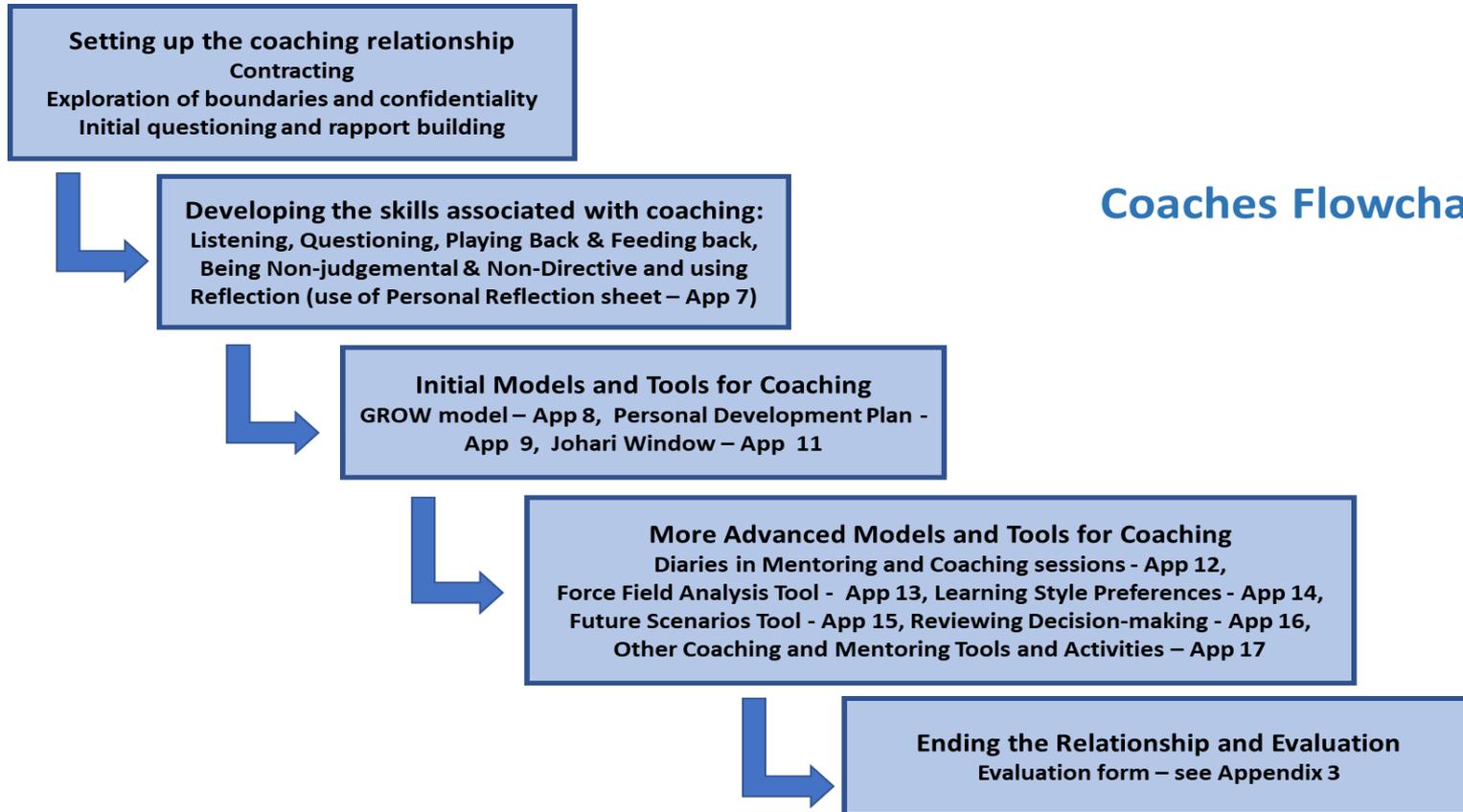
- Relationship, particularly ...
 - Trust
 - Confidentiality
 - Respect for autonomy

What do new practitioners want to know?

What if I do know the answer?

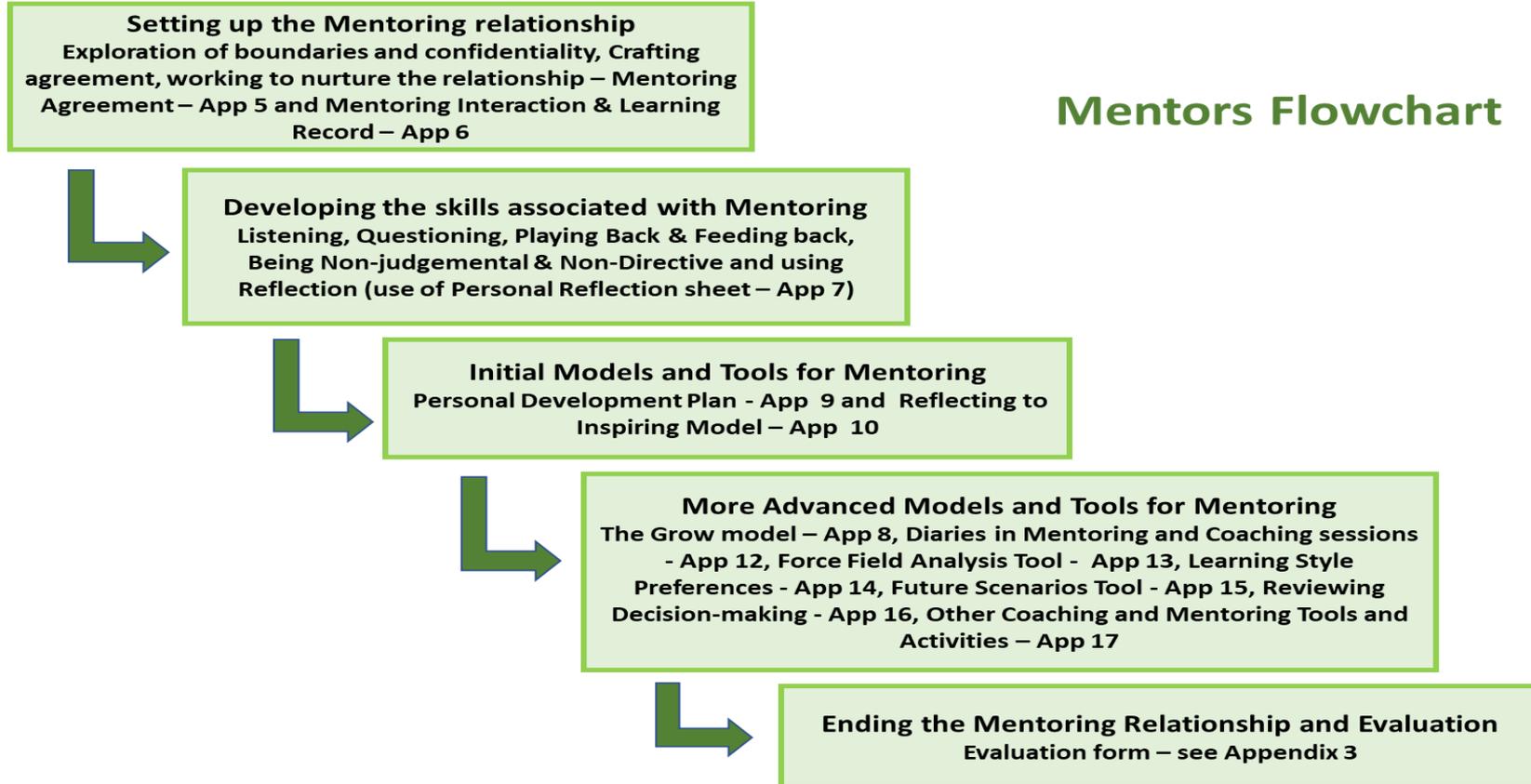
Can I shift between coaching and mentoring?

Coaches' Flowchart



Mentors' Flowchart

Mentors Flowchart



Thank you

