

# Leading Edge

## Management and Team Development Consultants

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### The difference between coaching and mentoring

#### Ever get confused by the terms 'coaching' and 'mentoring'?

Don't worry... many people do. Some organisations use them interchangeably and it can get very confusing!

However, it's important that you know the difference so that you can give your staff the very best support that they deserve.

Here's a neat distinction between the two terms:

<p><b>COACH</b></p> <p>A coach is someone to learn <b>with</b>.</p> <p>A coach helps a learner to:</p> <ul style="list-style-type: none"><li>• Unlock his natural ability</li><li>• Perform/achieve/learn</li><li>• Increase awareness of the factors that lead to enhanced performance</li><li>• Increase self-responsibility and ownership</li><li>• Self-coach</li><li>• Identify and remove barriers to achievement</li></ul> <p>A coach is a <b>facilitator</b> – a helper, and enabler.</p>	<p><b>MENTOR</b></p> <p>A mentor is someone to learn <b>from</b>.</p> <p>A mentor is:</p> <ul style="list-style-type: none"><li>• Available to learn from</li><li>• A role model</li><li>• Able to show the learner how the organisation works</li><li>• A guide – guides through operational and professional experience</li><li>• Available for feedback and appraisal</li></ul> <p>A mentor is a <b>teacher</b> – available as a resource.</p>
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Source: N. MacLennan

These two descriptions should immediately help you to identify the resources you need to help your staff.

Of course, even if you can successfully identify suitable people to fulfil the requirements of these roles it will be important that they receive training in how to execute them properly.

That way you can rest easy in the knowledge that your staff are receiving the very best quality learning support and that your business is getting the best out of your staff.

If you would like any help with this please get in touch.