

# CLARIFYING EXPECTATIONS

OF A COACHING CONTRACT - Tony Mckeown

Coaching Culture	Mentoring Culture	Characteristics of Coaching	Characteristics of Mentoring	Specific Benefits Of:
<p>Creates an environment in which learning and development can occur, leading to improvement in performance.</p> <p><b>Key:</b> Knowledge and understanding of process, styles, unique skills and techniques</p>	<p>Creates an environment of trust in which knowledge, wisdom, experience, and thinking can be shared.</p> <p><b>Key:</b> Relationship Based. Evaluation of personal competence, Ethos, Philosophy</p>	<p>The coach does not require the same level of expertise or experience as the client, unless it is a skill based relationship.</p> <p><b>Key:</b> Clarity of focus and anticipated results and time-frame are key.</p>	<p>The mentor has direct knowledge and experience of the skill-set, and field of expertise being mentored in.</p> <p><b>Key:</b> Strongly relational with emphasis on mutual respect. Lifelong mentoring relationships are common as the <i>Mentee</i> becomes <i>Mentor</i> to others.</p>	<p><b>Mentoring:</b> Wisdom Knowledge Maturity Experience Opportunities Networking Subject specialist Mutual respect Developmental Confidence Improved skills Observational Replicate</p> <p><b>Coaching:</b> Goals Strategies Attitudes Behaviour Techniques Personal Develop Independence</p>
Coaching Core Competencies	Mentoring Core Competencies	Training Core Competencies	Counselling Core Competencies	Consulting Competencies
<p>Clarification of:</p> <p>Aspirations Goals Objectives Time-Frames Upskill Empowerment Strategies Vision Discovery Mission Definition Networks</p> <p><b>Key:</b> Provide tools and structures <i>for</i> the client so <i>they</i> can implement <i>their own</i> goals and strategies.</p>	<p>Personal competencies:</p> <p>Self-Awareness Transfer Skills Develops Skills Interpersonal Skill Ethos / Thinking Values: Personal Corporate Organisational Training Communication</p> <p><b>Key:</b> Work <i>with</i> the mentee <i>providing</i> insight and skills by working <i>with</i> the mentee.</p>	<p>Skill transfer and development:</p> <p>Discovery Development Deployment</p> <p>Of policies, procedures, competencies and skill set, by systematic modules of learning</p> <p><b>Key:</b> Transference of knowledge and information not focussed on personal development.</p>	<p>Personal awareness:</p> <p>A process that occurs between a client / counsellor as they set aside time to explore difficulties or feelings. This act often enables the client to see things more clearly, and from a fresh perspective.</p> <p><b>Key:</b> Do not confuse counselling with mentoring or coaching.</p>	<p>Expert advice:</p> <p>Providing specific Advice Strategies Training Systems Solutions Design Leadership Wisdom and perspective</p> <p><b>Key:</b> Whilst experts may identify “issues” within an organisation, few are charged with implementing the solution.</p>