

Leadership - coaching and mentoring essay examples

[Technology](#), [Development](#)



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Mastering the Skill of a Comfortable Coaching/Mentoring Style

The skill of mastering a comfortable coaching and/or mentoring style is not so difficult for an effective leader. As such, the leader should remind himself of his “ absolute absolutes” for effective leadership and professional effectiveness (1) Leadership rooted in humility; (2) Purpose that extends its influence over others; (3) Strategy secured in values and purpose; (4) People – they are your team; (5) Measure – validate what is true; (6) Empower – teach people to do this for themselves; (7) Reward – acknowledge, praise, and respect; (8) Anticipate – be prepared for the next step; (9) Navigate – goes hand in hand with anticipate – be alert in today and tomorrow; (10) Communicate – the heart and brain of leadership; (11) Listen to what people are telling you; and (12) Learn from what they have said (Burnison, 2012).

Understanding the difference between a coach and a mentor is an important place to begin the development of a style. A coach is a person that will help to change behavior. A mentor is more like a wise friend or someone that will guide you. Enhancing this aspect of leadership quality requires that you understand the difference and know when to be one or the other to achieve

the goal.

Traditional coach/mentors use many methods to help individuals attain higher performance levels. They help others to identify weak areas of performance in a constructive, polite, and helpful manner. This facilitates the identification of critical developmental issues or barriers with respect to peers, reports, social skills, etc., and opens the way for a confrontation to resolve the target issues. A talented coach/mentor will instill a sense of confidence in others – even when the person being coached is completely in doubt of his/her abilities. The coach/mentor helps others navigate problems or crises (GILD, 2007). In other words, the coach/mentor is a leader.

How does a leader become a great coach and mentor? The leader should first turn to himself and reflect upon his own career and character. He should ask himself “ Who forced me to change my behavior?” and “ Who guided me to the right solutions?” Which people have had the greatest effect on his career and why. What was their style? How did they do it? What inspired and motivated change, improvement, and success? Asking and answering these questions will greatly assist in the development of a personal style of coaching/mentoring.

How to Use it Strategically to Improve Performance.

The first key is selecting the right person/people to be coached/mentored. The leader should look at each individual and every department within the organization. He should identify the weak points and decide where his efforts would be most effective. As the leader becomes a “ change agent” he should identify “ lieutenants” to help him to institute those changes through

coaching/mentorship. As the exercise progresses, they will choose lieutenants until coaching/mentoring becomes a standard part of the structure and culture of the organization.

Clearly the best way for the leader to develop his new skill is to use it. Using it strategically greatly depends on where it is needed most. The best way to improve performance is to use coaching/mentoring as an investment.

Whether the leader takes one person under his wing or sits down with a group to share his vision and listens to their feedback, he is making an investment. Giving a person or a group a vote of confidence is the best way to build confidence and enthusiasm which will, in turn, improve performance. Like a good trainer or a wise friend, the leader must continue to nurture the desired change. Genuinely caring about the results and greatly growing the investment will give any leader a clear advantage.

Works Cited

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LEADERSHIP ESSAY - COACHING AND MENTORING

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