

A Leader as a Coach-Mentor

Asian Pacific Elders, Deacons and Spouses Conference

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2 Timothy 2:2 - You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others.

1 Thessalonians 2:8; Philippians 4:9; Matthew 28:19-20; Hebrews 13:7

What is the difference between Mentoring and Coaching?

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| <ul style="list-style-type: none">• Mentoring is Advising• Mentors Put In• Mentors have knowledge or experience needed by the protégé.• Mentors transfer that knowledge or experience.• Mentor's purpose is to develop and empower the protégé | <ul style="list-style-type: none">• Coaching is Asking• Coaches Draw Out• Coaches prompt reflection in the coachee through listening and asking powerful questions.• Coaches are non-directive, that is they do not share their experience or guidance.• Solutions come from the coachee's reflection and creativity, not from the coach. |
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Mentors and Coaches use overlapping techniques. The reality is, mentors listen and ask questions and coaches provide guidance at times.

Mentoring is a relations process in which a mentor, who knows or has experienced something, transfers that something (resources of wisdom, information, experience, confidence, insight, relationships, status, etc.) to a mentee at an appropriate time and manner, so that it facilitates development or empowerment. Paul Stanley & Robert Clinton.

Connecting: The Mentoring Relationships You Need to Succeed, NavPress, 1991.

Ten Commandments of Mentoring

- **Relational** – a relationship must be developed
- **Purpose** – clarify common expectations
- **Regularity** – weekly, fortnightly, monthly
- **Accountability** – mutual clear responsibility
- **Communication** – when to express concern
- **Confidentiality** – create a safe space
- **Establish the Life Cycle** – time limits and exit points
- **Evaluation** – self and relationship evaluations
- **Expectations** – feedback and modifications
- **Closure** – begin with the end in mind.

Coaching is an on-going intentional conversation that empowers a person or group to fully live out God's calling. Coaching Involves ...

Active Listening – 80/20 Rule

- Discussion:
 - How do you know when someone isn't listening well?
 - How does it make you feel?
 - What do you appreciate about someone listening to you?
- What are Verbal and Non-Verbal techniques that communicate, "I'm listening."

Asking Powerful Questions – provoke reflection in the other person.

- Open or Closed? –Is this an open question or can be answered with "yes, or no?"
- Coachee or Me? –Is this question for my benefit or the coachee's?
- Forward or Backward? –Is this question focused on the past or moving forward?
- Building or Correcting? – Does this question correct or help him or her build?

Group Practice

- Divide up into triads.
- Select a topic:
 - The thing I like the best about my ministry.
 - The most impactful spiritual activity you did so far this year?
 - What keeps people from making greater commitment to ministry?
 - A difficult decision you need to make soon.
- One person talks, another person listens using good listening skills and asks at least three open-ended questions. The third person listens and provides feedback after the conversation.

A Coaching or Listening Model - G.R.O.W. Model

- Goal - What do you want to accomplish?
- Reality – What surrounds this desire?
 - What have you done so far?
 - What happened?
 - What's working well? What's not?
 - In what ways have you...?
- Options – What are some options that could help us reach our goal?
 - In light of our current reality, what possibilities do we have?
 - What if...we had enough money...enough people...if those obstacles were removed...if you knew you could not fail?
- Will – What will you do?
 - What options do you choose?
 - What steps do you need to take?
 - When will you begin...complete this?
 - What resources will you need?

The Transformational Formula $T = (D + A + R)^{HS}$ Transformation = (Discovery + Action + Reinforcement) *Multiplied by the Power of God*

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