



## The Role of Coaching and Mentoring in Creating High-Performing Leaders



of individuals say providing leadership development more broadly across their organizations is important.

of individuals currently using leadership coaching report that the use of coaching at their organizations is higher today than five years ago.

of organizations using coaching or mentoring report that their organization has realized better retention of desired talent, compared to 24% of those that do not.

- Harvard Business Review

Although the boundaries between coaching and mentoring have become less distinct over time, these terms are frequently used interchangeably. There are a few essential distinctions and similarities between coaching and mentoring.

# What's the Difference?

## **Focus**

### **Coaching**

Coaching generally focuses on specific skill-building and short-term goals.

## **Mentoring**

Focuses on long-term career development and personal growth.



directive, and task oriented.

Tend to be more structured,

supportive, and relationship-based approach.

Covers a wide range of topics,

Involves a more informal,



skill areas or challenges.

Narrowly focused on specific

including personal and professional development.



Coaches may need more subject matter expertise but are skilled in helping individuals reach their goals.

experienced and knowledgeable in their field or industry.

Mentors are typically more



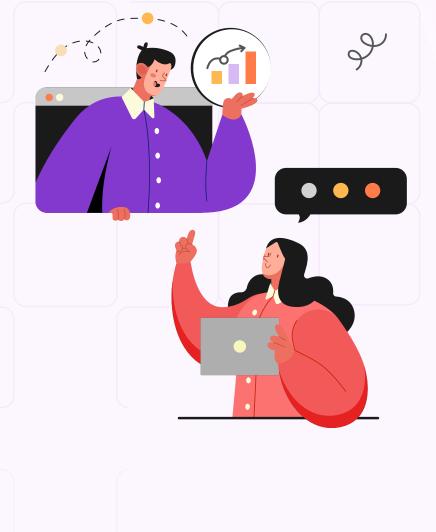
shorter-term and focused on achieving specific outcomes within a defined timeframe.

Engagements are usually

term and ongoing.

Relationships tend to be long

# What are the Similarities?



mentor and a coachee/mentee.

Instill a one-to-one relationship between a coach/

coachee/mentee by offering guidance, feedback, and insights.

Require active listening, effective communication,

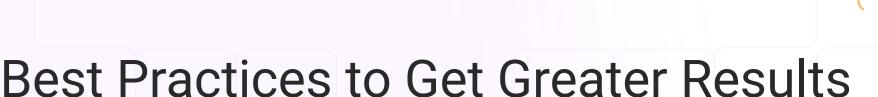
• Aim to support the growth and development of the

- and the ability to ask powerful questions to help the coachee/mentee achieve their goals.
- plans to achieve those goals.

Require trust, respect, and confidentiality between

Involve setting specific goals and creating action

the coach/ mentor and the coachee/mentee.



# with Coaching and Mentoring while **Developing Leaders**

Determine the goals and objectives of the coaching or mentoring relationship.

has the necessary experience and expertise.

and boundaries for the relationship.

**Establish clear expectations** 

Develop an action plan to achieve the desired

outcomes.

Regularly assess progress

and adjust the plan as

necessary.

Select a coach or mentor who

**Celebrate achievements** and acknowledge areas for improvement.



Learning







