Mentoring and Coaching: It’s a Two Way Street

2016 Mega Healthcare Conference
Mentoring

What is

A learning relationship between two individuals with defined goals aimed at increasing personal effectiveness.

Coach
Cheerleader
Confident
Role model
Devil’s advocate
Counselor
Door opener
Mentoring Competencies

- Appreciative Inquiry
- Active Listening
- Reflection
- Action
Mentoring Tools

- Personal SWOT or SOAR Analysis
- Goals Setting Template
- Meeting Planning Template
- Learning Journal
- Action Plan
"Choosing Success" by Jim Lehrke

Commitment
Lead by Example
Setting Goals
Processes
Communications
Celebrations
Audits
Common Mentoring Mistakes

- Using mentoring as a disciplinary tool
- Picking the wrong person
- Lecturing rather than listening
- Failing to respect the role of the protégé’s manager
Programs & Resources

- ACHE Leadership Mentoring Network
- WI ACHE Leadership Development Program