Mentoring and Coaching: It’s a Two Way Street

2016 Mega Healthcare Conference
What is Mentoring

A learning relationship between two individuals with defined goals aimed at increasing personal effectiveness.
Evaluating the Relationship’s Success
Choosing a Mentor/Protégé
Getting Acquainted
Ending the Relationship
Setting Goals
Growing the Relationship

Source: The Mentoring Cycle: A Six-Phase Process for Success
Healthcare Executive 2004
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
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