



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



**90%**

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



**58%**

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



**40%**

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?**

	<b>Coaching</b>	<b>Mentoring</b>
<b>Focus</b>	Coaching generally focuses on specific skill-building and short-term goals.	Focuses on long-term career development and personal growth.
<b>Scope</b>	Tend to be more structured, directive, and task oriented.	Involves a more informal, supportive, and relationship-based approach.
<b>Approach</b>	Narrowly focused on specific skill areas or challenges.	Covers a wide range of topics, including personal and professional development.
<b>Expertise</b>	Coaches may need more subject matter expertise but are skilled in helping individuals reach their goals.	Mentors are typically more experienced and knowledgeable in their field or industry.
<b>Timeframe</b>	Engagements are usually shorter-term and focused on achieving specific outcomes within a defined timeframe.	Relationships tend to be long term and ongoing.

## What are the **Similarities?**



- Instill a one-to-one relationship between a coach/mentor and a coachee/mentee.
- Aim to support the growth and development of the coachee/mentee by offering guidance, feedback, and insights.
- Require active listening, effective communication, and the ability to ask powerful questions to help the coachee/mentee achieve their goals.
- Involve setting specific goals and creating action plans to achieve those goals.
- Require trust, respect, and confidentiality between the coach/mentor and the coachee/mentee.

## Best Practices to Get Greater Results with Coaching and Mentoring while **Developing Leaders**

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

Select a coach or mentor who has the necessary experience and expertise.

Establish clear expectations and boundaries for the relationship.

Develop an action plan to achieve the desired outcomes.

Regularly assess progress and adjust the plan as necessary.

Celebrate achievements and acknowledge areas for improvement.