

# Role of Mentoring and Coaching to improve club experience and grow future leaders



- **What is Mentoring vs Coaching**
- **The Mentor's role and responsibilities**
- **Coaching Your People**
- **How to Coach Using 4 Core Skills**
- **Group Work**

# Mentoring vs Coaching

These terms are used differently in different parts of the world and have different connotations. For this course, we are making a distinction.

## Mentoring

Mentoring means helping a person make significant and lasting progress in their professional development by exploring their skills, motivation, and goals. Mentors share their experiences and knowledge but don't have a direct role in advancing the other person's career.

## Coaching

Coaching means helping someone perform better by improving a specific skill or attaining a particular goal. For example, a public speaking coach teaches people strategies to practice and tips to use so they feel more confident giving speeches.



# The Mentor's Role

**They:**

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**Share Knowledge**

**Help Set Goals**

**Talk and Meet Regularly**

**Provide Honest Feedback**



# The Mentor's Responsibilities

## They:

- Help their mentee identify and clarify their goals
- Meet regularly
- Maintain a professional relationship
- Challenge and motivate the other person
- Offer constructive feedback but open to new ideas
- Engage in open communication and sharing examples
- Share resources and experiences relevant to the mentee's goals
- Introduce to contacts who can offer more guidance
- Maintain confidentiality



# Characteristics of a good Mentee

## The Mentee:

- Is a person who is motivated to succeed
- Is someone who is respectful of others' time
- Is a person who demonstrates a positive attitude
- Is someone who has a desire to learn and develop
- Is someone who is comfortable with open conversations
- Is a person who is receptive to constructive feedback



These characteristics are an asset for anyone and developing them can be part of a mentee's goals .

Life is a journey, not a destination.

—Ralph Waldo Emerson

# Mentoring Takeaways

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- Mentoring is guided by the mentor and driven by the interests of the mentee. It's a partnership in which both people learn from each other.
- Encourage the people you mentor to think about how to solve problems so they can make their own decisions.



# Coaching Your People

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## Coaching is...

A structured, short-term process focused on improving specific skills or performance through guided questioning and accountability.

## Coaching Responsibilities

- Create a tailored development plan
- Provide constructive feedback
- Monitor individual's performance
- Help guide their journey



# Coaching Your People

## A simple model to use when Coaching...

The Center for Creative Leadership champions a 4 Core Skill model to help Coach others

- 1. Listen** to Understand
- 2. Ask** Powerful Questions
- 3. Challenge** & Support
- 4. Establish** Next Steps & Accountability



# How to Coach Using the 4 Core Skills

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## 1. Listen to Understand.

- Listening starts with paying close attention, repeating back concepts to build understanding, and summarizing what you hear. But listening to understand goes *beyond* these [active listening techniques for coaching others](#).
- Listening to truly understand someone starts with recognizing that **multiple levels of information are conveyed in a conversation: *facts, emotions, and values***.

## 2. Ask Powerful Questions.

- This is really the ability to ask courageous questions, moving the conversation forward, and provoking new insights, rather than just providing them for the other person. Making non-directive inquiries that draw out more information and stretch the other person's thinking is a learned skill that must be practiced.

# How to Coach Using the 4 Core Skills

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## 3. Challenge and Support.

- We all need our thinking challenged at times. Challenge can stress-test ideas, yield productive dialogue, and uncover unexamined assumptions. It can lead to stronger, shared understanding.
- Ultimately, coaching people is about getting them to try something different from what they have done before, or creating a significant shift in perspective. It's about uncovering answers through inquiry, openness, and exploration, and there usually aren't quick fixes.

## 4. Establish Next Steps and Accountability.

- Having an effective conversation is only one aspect of successful coaching. The real work happens later when insights are applied and new behaviors are tried. The skill of creating accountability lies in creating clear, specific, and meaningful actions.
- Connect conversations to action by establishing next steps (*“So, I’ll send you an email by Friday, letting you know how it went”*).

# To Coach People, Focus on the Relationship

- Leader-coaches can aim for transformation, even in 10-minute hallway conversations.
- But creating the right relationship is critical. This ensures you have a safe, trusting, and productive space for conversations where you coach others.
- To be an effective leader-coach, focus on boosting your self-awareness showing vulnerability and empathy, and creating an environment of psychological safety. In addition, set a foundation of high ethical standards and ground rules of agreement.

# How Can Rotarians Utilize Mentoring to improve Club Experience?



Mentors share their experiences.  
Mentoring is development-driven (holistic career growth).



Coaches help you figure out your own answers  
Coaching is performance-driven (improving specific skills)

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# The benefits of Mentoring & Coaching

*ITS A  
FRESH APPROACH  
TO CREATING  
A MEANINGFUL  
CLUB EXPERIENCE  
WHILE GROWING NEW LEADERS*



# Presenter

Michael (Mike) Zick

**Rotary Club of Carlisle - Sunrise**

241 Richland Rd, Carlisle, PA 17015

703-220-6520

herkdrvr89@yahoo.com

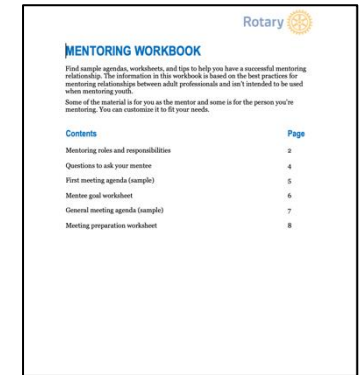


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# Sources

## MENTORING BASICS & MENTORING WORKBOOK (From MyRotary Course Catalog)

<https://learn.rotary.org/members/share/asset/view/590>

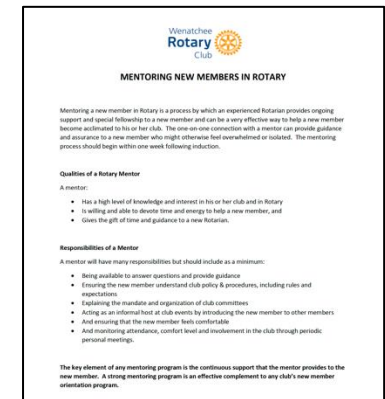


## HOW TO COACH PEOPLE

<https://www.ccl.org/articles/leading-effectively-articles/what-it-takes-to-coach-your-people/>

## MENTORING NEW MEMBERS IN ROTARY

<https://www.dacdb.com/Rotary/Accounts/5060/Downloads/227/website%20PDFs/MENTORING-NEW-MEMBERS-IN-ROTARY-INTRODUCTION-2022.pdf>



## INTRODUCING NEW MEMBERS TO ROTARY

[https://clubrunner.blob.core.windows.net/00000050157/en-ca/files/sitepage/membership-resources/introducing-new-members-to-rotary/414\\_introducing\\_new\\_members\\_to\\_rotary\\_en.pdf](https://clubrunner.blob.core.windows.net/00000050157/en-ca/files/sitepage/membership-resources/introducing-new-members-to-rotary/414_introducing_new_members_to_rotary_en.pdf)



# Sources (Cont)

## NEW MEMBER ENGAGEMENT PROGRAM AND MENTORING MANUAL

<https://portal.clubrunner.ca/9198/documents/en-ca/5fdda538-405b-47c6-965d-d9f36078ef14/1>

