



PTC Class 615

Welcome. Come in, sit down, and make yourself comfortable. We will get started, soon.





PTC Class 615

Coaching and Mentoring in Scouting

Jerry Johnson



HELLO!

My name is Jerry Johnson

I am currently a Unit Commissioner and District Activities Chair in Lake Shores District of Chief Seattle Council. I have been a Scouter for more than 50 years. I have served as SM, ASM, DC, Associate Advisor, Crew Advisor, OA Advisor, on Sea Badge and Wood Badge Staffs. I was WB Course Director in 1996.

You can contact me at 4oldbeads@comcast.net or 206-931-2620

Who are you?

Please answer the first poll.

Agenda

- The stages of developing leaders
- The difference between coaching and Mentoring
- How each fits in the process of developing leaders
- Coaching and mentoring relationships
- Where does EDGE come in
- Making it all work

What is Coaching?

A coach is an individual who develops skills and capabilities in another person or in a group of people (a team). The coach can be another Scout or one of the unit's leaders.

- Coaching is a leadership behavior and skill.
- The key concept that separates coaching from other leadership styles is letting go and enabling success. As individual capabilities grow, a coach may become a mentor to facilitate continued growth of an individual or stand aside as a team resource.

Role of Coaching?

The role of the coach is to improve performance and impart skills as an individual accepts a new responsibility, by:

- Training
- Helping
- Supporting
- Advising
- Guiding
- Assisting

What is Mentoring?

A mentor is an experienced Scout or adult leader who becomes a trusted guide and counselor to a less experienced individual. This trusting and caring relationship normally extends beyond Scouting skills into values, beliefs, and feelings. A mentor may be assigned, but often this relationship occurs naturally and is fostered between the individuals involved.

- Adults often mentor youth in the program, but youth can also mentor each other.
- You can even mentor someone your own age or older if you have a skill that person doesn't have.
- In some cases, we are there to help pick up the pieces when they fail (and we all fail sometimes). Failing safely is often the best way to learn.

Role of Mentoring?

The role of the mentor is to support and guide the personal growth of the mentee, by:

- Listening
- Questioning
- Suggesting
- Praising
- Being a Role Model
- Being a Friend

Are mentoring and coaching really the same thing?

	Coaching	Mentoring
Goals	To teach or instruct	To support and guide growth
Initiative	The coach	The mentee
Focus	Immediate situation and learning opportunities	Long-term personal development
Roles	Heavy on telling with appropriate feedback	Heavy on listening, questioning, and suggesting

Coaching and Mentoring Relationships

- Scoutmaster and Assistant Scoutmaster
- Unit Commissioner and Crew Advisor
- Den Chief and Den Member
- Scoutmaster and Senior Patrol Leader
- Crew Vice President and Program Manager
- Can you suggest other examples?

EDGE and Mentoring

The EDGE method is great for teaching first aid and knot-tying, but it's also a valuable part of the mentoring process. How could a mentor use EDGE to teach something like leadership or career discernment?

- Explain:** The mentor explains how something is done
- Demonstrate:** After the mentor explains, the mentor demonstrates while explaining again.
- Guide:** The mentee tries the skill while the mentor guides them through it.
- Enable:** The mentee works on their own under the watchful eye of the mentor. The mentor's role in this step is to remove any obstacles to success, which enables the mentee to succeed.

How does this relate to the leading and teaching EDGE?

Mentoring and coaching

- A coach directs, tells, facilitates performance, learning, and development of the Coachee.
- The coach directs and aligns the members of a team to achieve a goal and is responsible for their development.

EDGE

- Explain
- Demonstrate
- Guide
- Enable

How does this relate to the leading and teaching EDGE

Mentoring and coaching

- A mentor supports and guides the personal growth of the mentee. The mentee is in charge of his or her learning and learns how to learn for life. The mentor provides a role model while making suggestions and connections

EDGE

- Explain
- Demonstrate
- Guide
- Enable

Good mentoring communication involves:

- ❑ **Mutual respect and trust** — A relationship built on trust and respect eventually creates a secure and safe environment in which mentoring can take place.
- ❑ **Listening** – Listening entails the ability and willingness to look at something from the other person’s perspective. Listening is also recognizing what is not being said.

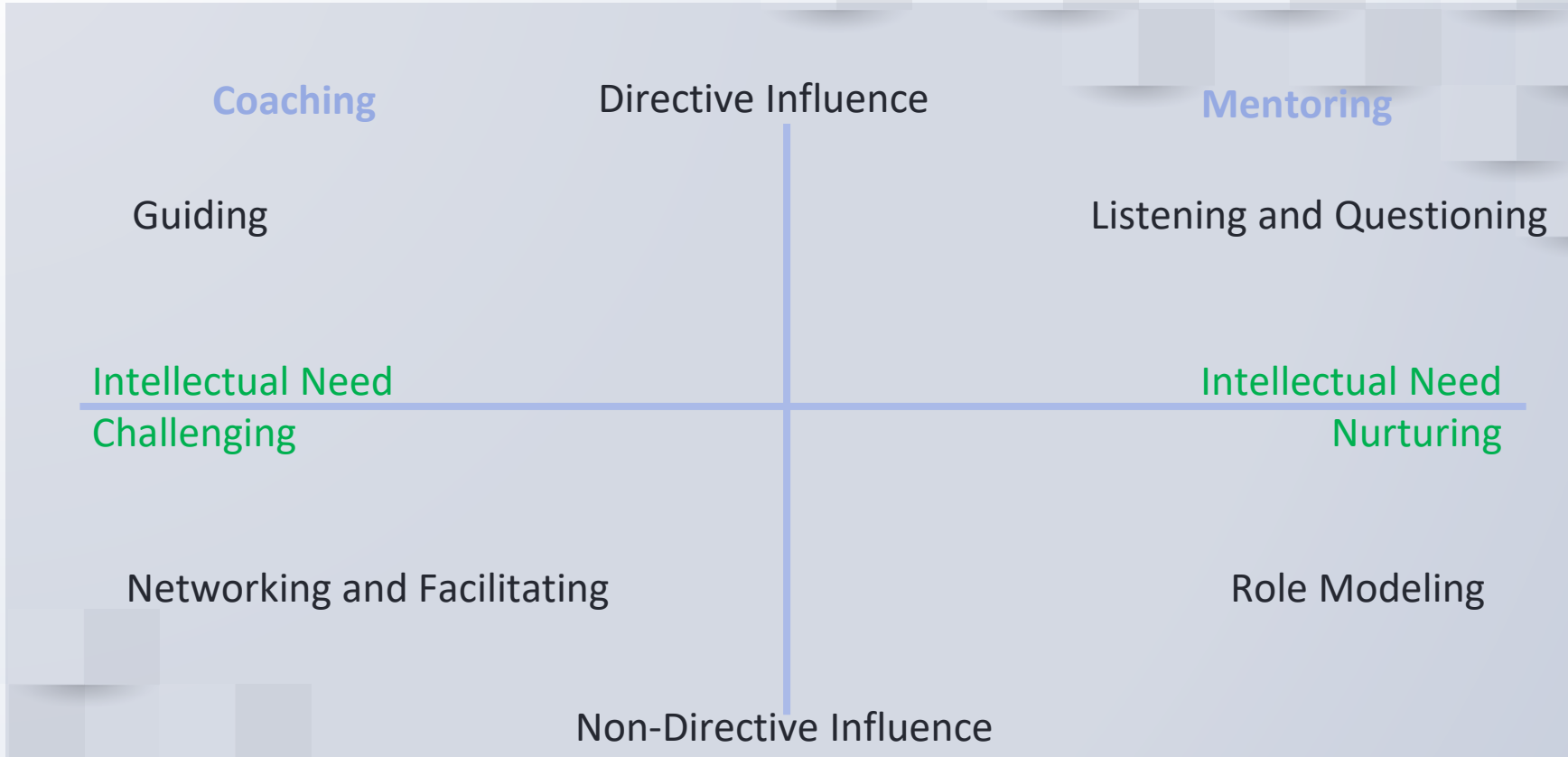
Good mentoring communication involves (Cont):

- ❑ **Nonverbal communication** — Nonverbal communication is particularly powerful in communicating issues of trust, affirmation, and empathy that are fundamental to a mentoring relationship.
- ❑ **Giving and receiving feedback** — Effective feedback is another vital aspect of mentoring. The way in which feedback is administered can make or break a mentoring relationship.

Making the Mentoring relationship work

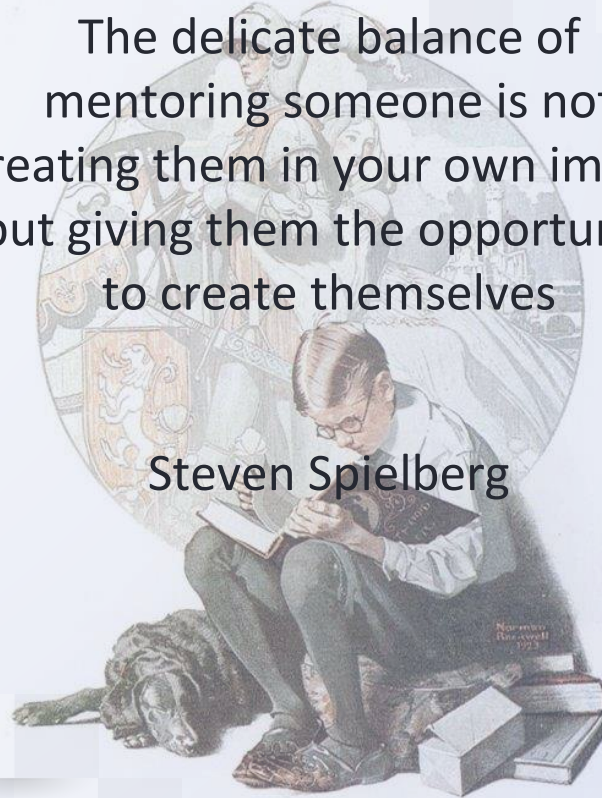
- ❑ **Communication**—Both parties should communicate openly and honestly. Mentees should willingly indicate their needs and mentors should willingly share their strengths and knowledge.
- ❑ **Commitment**—Both parties should be committed to making the relationship work. All individuals involved should live up to their responsibilities.
- ❑ **Trust**—Trust is an underlying factor in a successful mentoring relationship. Building trust depends on simple actions such as keeping appointments, as well as more profound actions such as sharing successes and failures.

Dimensions of Personal Development



The delicate balance of
mentoring someone is not
creating them in your own image,
but giving them the opportunity
to create themselves

Steven Spielberg



THE AGE OF ROMANCE
Post Cover • November 10, 1923

THANKS!

Any questions? Please type them in the Q & A que

There are some resources you can download
posted in the Q & A que