



PTC Class 315 Coaching and Mentoring in Scouting

Jerry
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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.

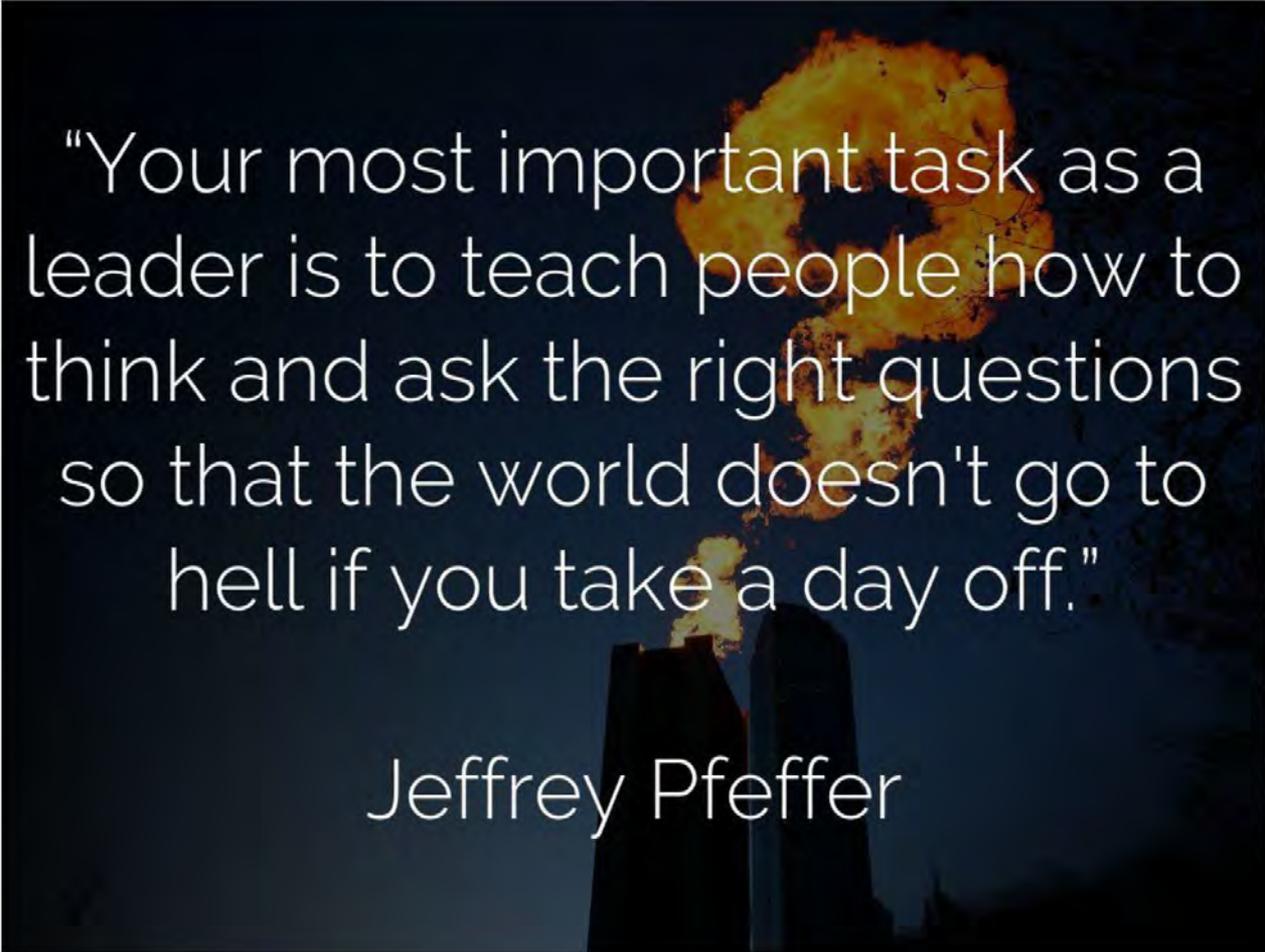
You can contact me at 4oldbeads@comcast.net or 206-931-2620



Who are you?

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



“Your most important task as a leader is to teach people how to think and ask the right questions so that the world doesn't go to hell if you take a day off.”

Jeffrey Pfeffer

Definitions

- ❑ Training: Activity leading to learning a skilled behavior
- ❑ Mentoring: A personal developmental relationship in which a more experienced or more knowledgeable person helps a less experienced or less knowledgeable person.
- ❑ Coaching: method of directing, instructing and training a person or group of people, with the aim to achieve some goal or to develop specific skills.

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?

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.

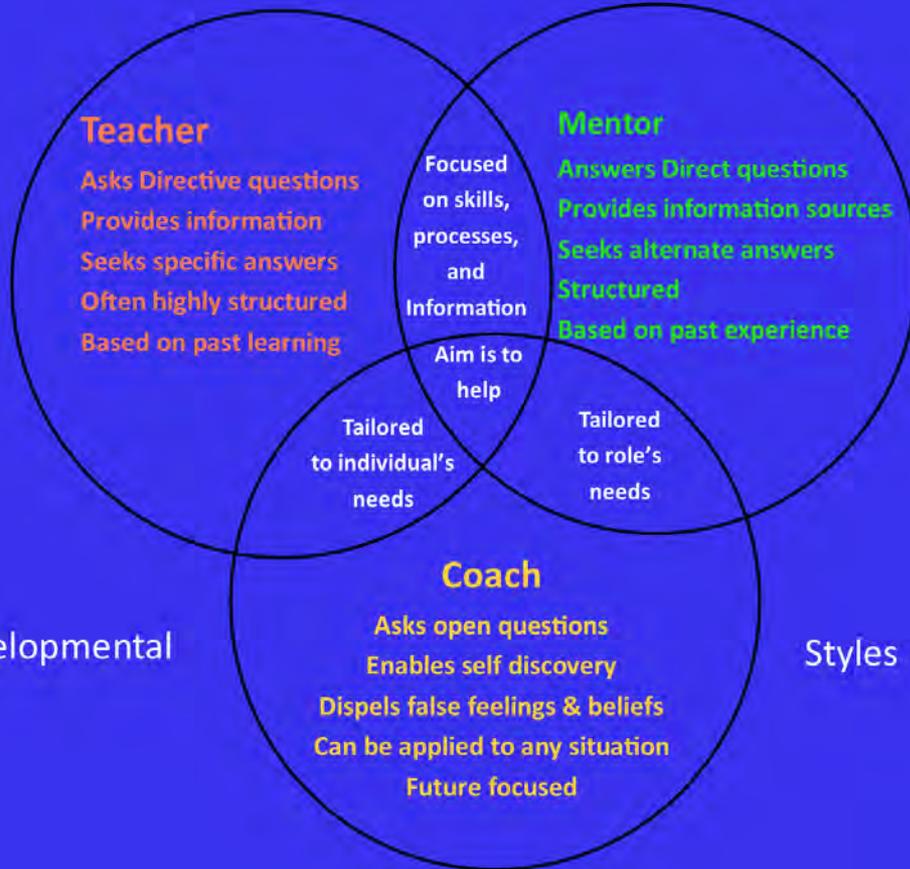
Good mentoring communication involves (Cont):

- ❑ **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.

Developmental



Styles

Developmental

Language

"This is what I need you to do specifically."

"Here is the correct technique."

"I think your performance was good."

"One thing you might consider is...!"

"Speak to this person for advice."

"In my experience, doing it that way can either...!"

Focused on skills, processes, and Information

Aim is to help

Tailored to individual's needs

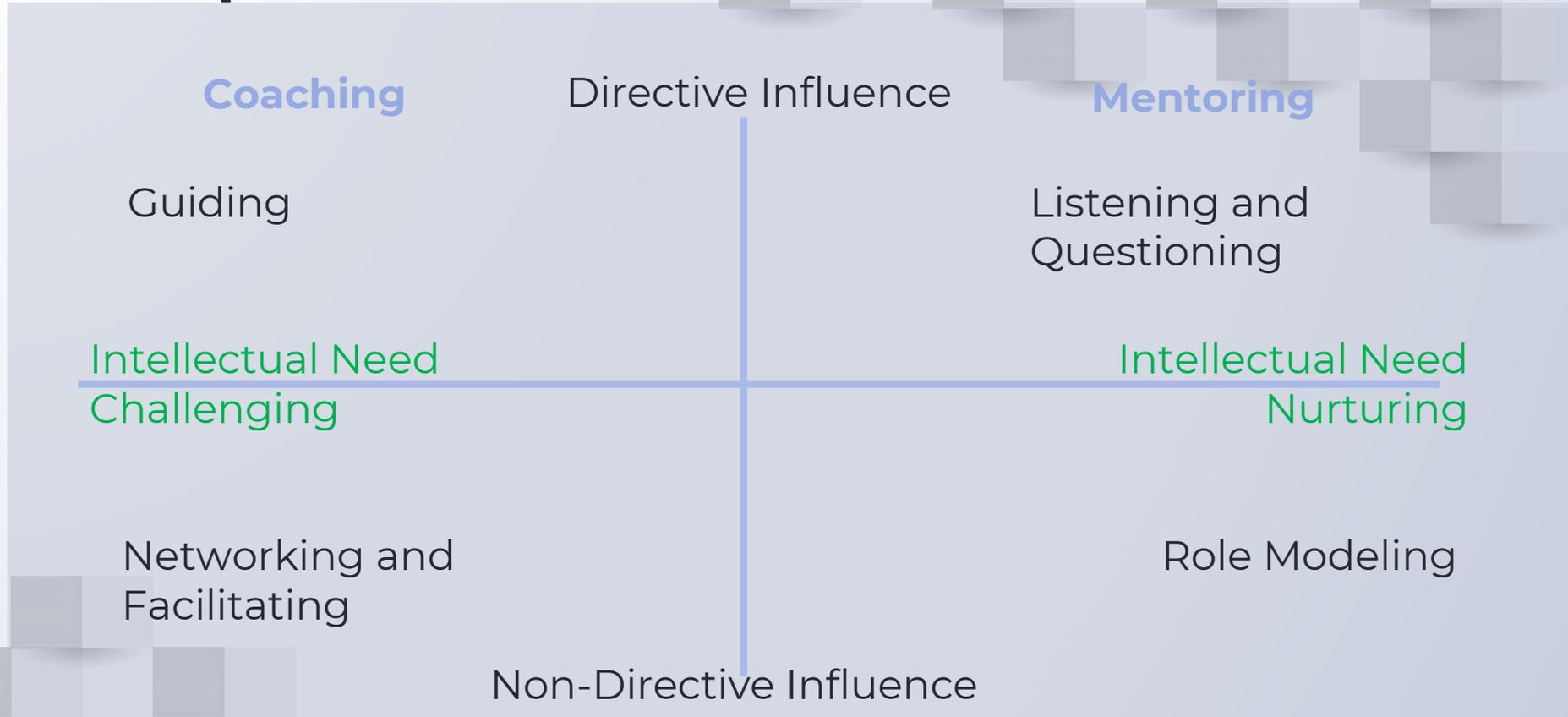
Tailored to role's needs

"You know your objective...how do you see yourself achieving it?"

"What techniques have worked well for you before?"

"How do you feel about your performance?"

Dimensions of Personal Development



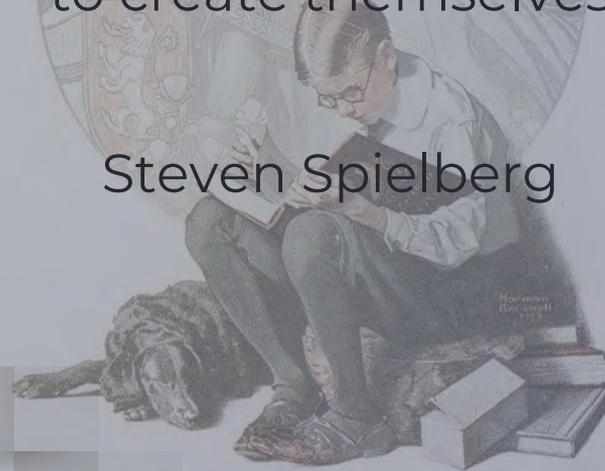
A pair of hands is shown from a top-down perspective, cupping a lit torch. The torch's flame is bright orange and yellow, with a white core. The hands are pale and appear to be holding the torch gently. The background is solid black, making the hands and the fire stand out. The overall image is centered within a white rectangular frame that has a decorative border of grey squares on the right and bottom sides.

“The mind is not a vessel to be filled, but a fire to be kindled.”

Plutarch

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?

There are some resources you can download at

<https://www.dropbox.com/t/SGMdhh6W7Gtv143U>

This link expires on October 30