Key Stages in Mentoring and Coaching Sharon Prior

Learning Outcomes of Session



- Identify the key stages in mentoring and coaching
- Explain each stage in detail and what it is trying to achieve
- Reflect on personal experience of working through the stages
- Examine the importance of support and challenge in mentoring and coaching

Key Stages in Mentoring and Coaching

- Starting out
- Preparing to mentor or be mentored
- First session
- Meeting with purpose
- Bringing the relationship to an end

Starting out



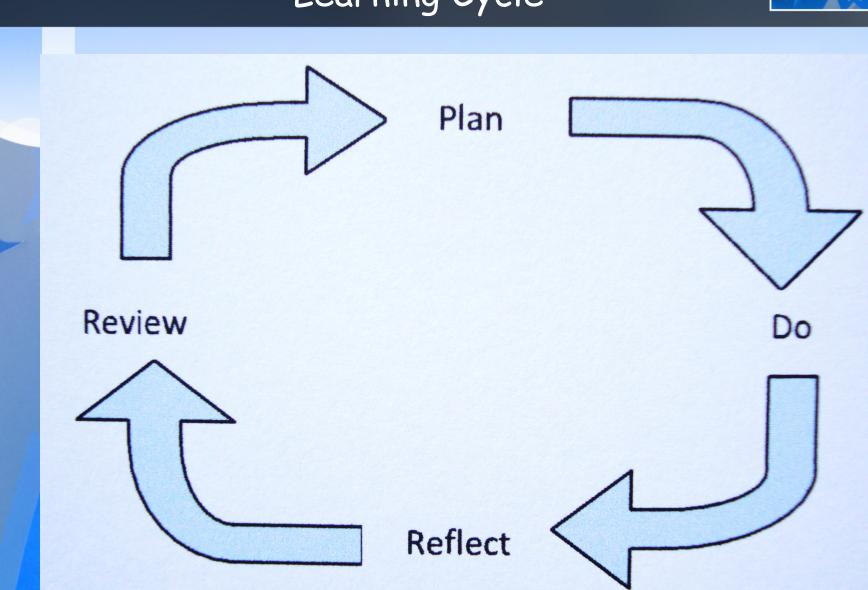
- Knowing why you want to do it
- Called by God
- Equipped by God
- What do you need to do now?

What are we trying to do in a mentoring session?

Listen carefully to the instructions and carry out the exercise.

What can we learn from this exercise?

Learning Cycle



Preparing to mentor or be mentored

- Finding you or finding them?
- Communication before the first session
- What do they want?

Are you right for them?

First Session

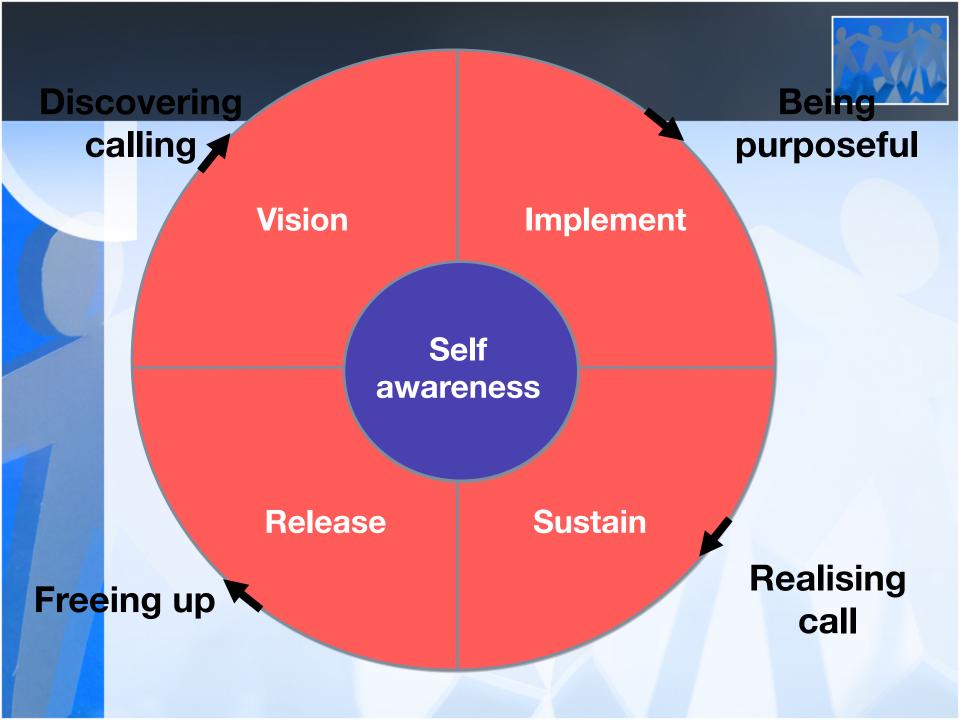


- Getting to know each other
- Deciding whether to continue
- Forming a contract
- Setting dates of meetings
- Setting time for next meeting





What might you need to include when forming a contract or expectation letter?



Freeing up



- From past experiences
- Freeing up for women
- Freeing up from Family
- Freeing up from spiritual chains

Discovering calling



- Vision of purpose
- Vision of empowerment and freedom
- Vision of victory
- Vision of change
- Vision of destiny

Being purposeful



- Action planning and goal setting
- Evaluation

Accountability

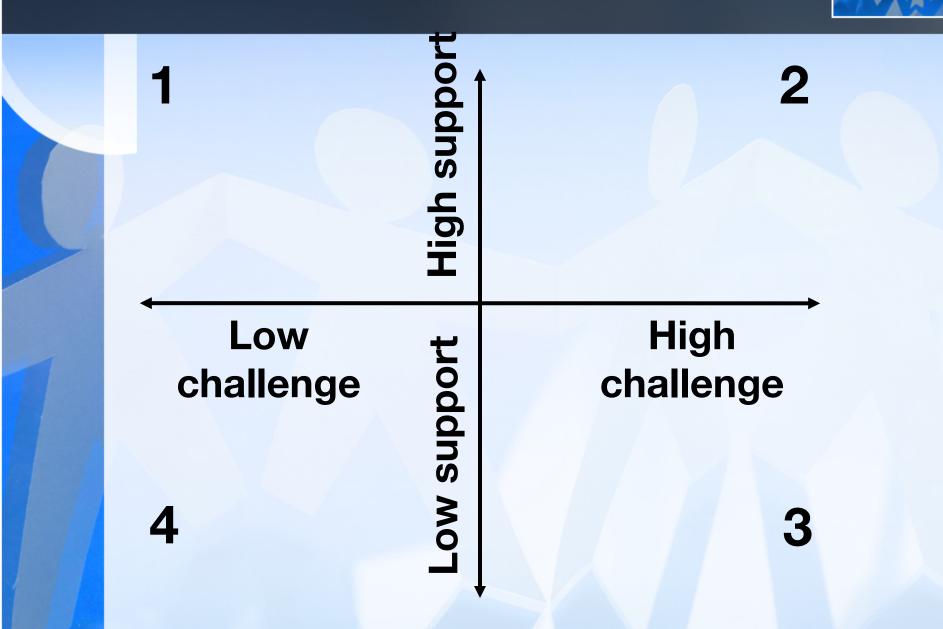
Realising call



Perseverance

- Overcoming obstacles
- Dealing with apathy
- Dealing with change

Possible phases of the mentoring relationship



Bringing the relationship to an end

- Identify a few months in advance
- Review what has been achieved
- Give thanks
- Continue in another form
- What do you or they need next?