

# Introductions and Overview

Sharon Prior and Paul Wilcox

# Where are you starting from?



- When did you first hear about mentoring?
- When did you first start mentoring?
- How are you involved in mentoring?
- How has your mentor helped you?

# Expectations of Course



- What are your expectations of this course?
- What do you hope to learn?
- How do you hope to use what you learn?



# Aims for the Course

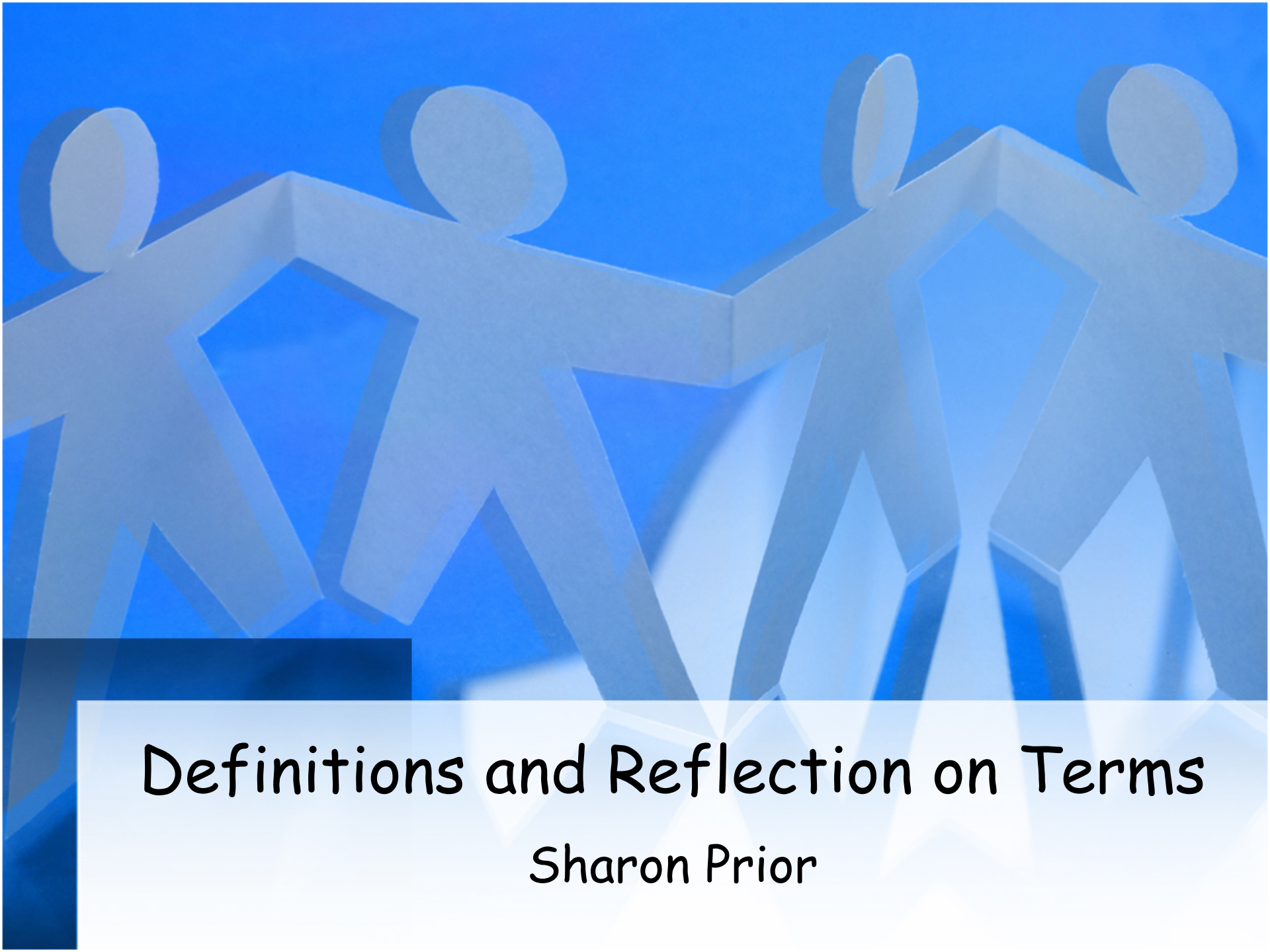


To give an understanding of Christian Mentoring and Coaching and how it can be used in different settings

# Learning Outcomes



- By the end of the Course students will be able to:
- Identify key aspects of Christian Mentoring and Coaching
  - Reflect on their own development as a Mentor
  - Analyse what it means to be a reflective practitioner in the area of mentoring and coaching



# Definitions and Reflection on Terms

Sharon Prior



# Outcomes for this Session



- Define words associated with helping roles
- Reflect on the correct intervention for different situations
- Identify organisations that you can refer people to if needed
- Explain why they are interested in mentoring and coaching as an intervention

# John Robert Wooden

(October 14, 1910 - June 4, 2010)

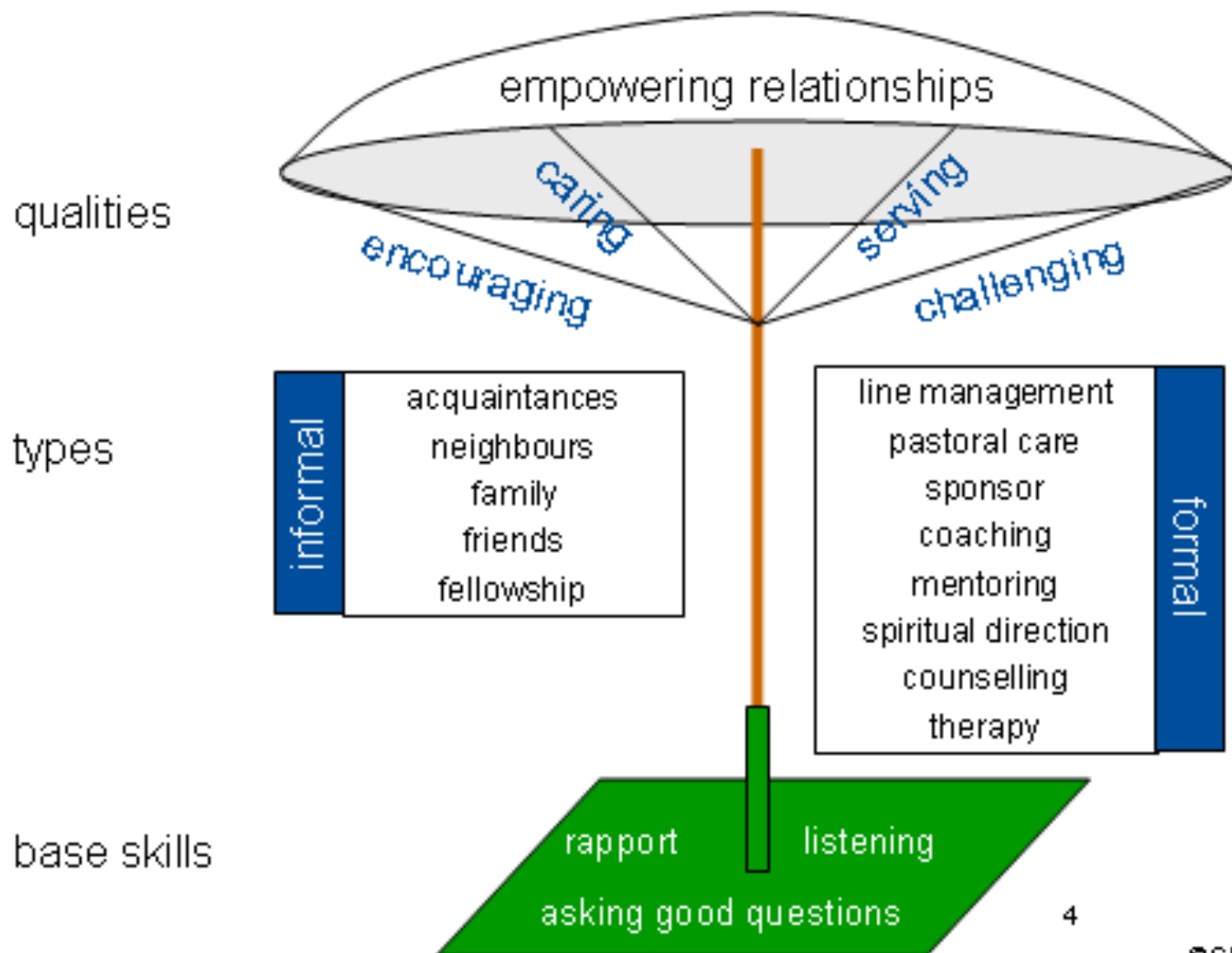


'It's what you learn after you  
know it all that counts'.





# Empowering Relationships



# What are Empowering Relationships?



- How would you define an empowering relationship?
- What would it look like?
- What elements would need to be there?

# How does God empower us?



- In pairs list ways that God has empowered you and others.
- What specifically does he do?
- What is your evidence for this?



# How does God empower us?



- He goes with us - Matt 28:20
- He gives us his Holy Spirit/gifts/each other - Acts 1:8, 1 Cor 12:4
- He gives us freedom - Galatians 5:1
- He gives us his energy - Col 1:29

# How does God empower us?



- He gives us a job to do - 2 Cor 5:18
- He gives us his power - Eph 1:19, 5:20

# Different Helping Roles



- Discipleship
- Spiritual Direction
- Mentoring
- Coaching



# Different helping roles



- Sponsor
- Therapist
- Counsellor
- Pastoral Care
- Line manager

# Discipleship



- How would you define discipleship?
- How is it different to mentoring?

# Discipleship



A disciple is a 'follower'

A Christian disciple is a follow of Jesus

Discipleship is helping people to follow Jesus



# Spiritual Director



A person who helps you to listen to what God is saying to you through prayer and his word. This person will concentrate on the spiritual aspect only

# Mentoring



'Mentoring is a dynamic, intentional relationship of trust in which one person (mentor) enables another (mentee) by sharing their God given experience and resources, to maximise the grace of God in their life, and in the service of God's Kingdom purposes'

Arrow Leadership Programme

# What is mentoring?



It is

- Intentional
- Relational
- Developmental
- Reflective
- Directive



# What mentoring is not...



It is not primarily:

- Parenting
- Modelling
- Apprenticeship
- Counselling
- Friendship
- Being God!

# Coaching



'Coaching is unlocking a person's potential to maximise their own performance. It is helping them to learn rather than teaching them.'

Timothy Gallwey - 'The Inner Game of Tennis'

'Helping someone to move from where they are now, to where they want to be...and to do this more quickly and efficiently than if they acted alone'.

The Coaching Academy

# Distinct Differences Between Mentoring and Coaching



- Long term vs short term
- Offering own experiences vs keeping focussed on other person
- Offering advice vs asking questions for other person to work out own way forward

# Coaching



- Helps people to accelerate the process of moving from one place to another
- It helps them to be clear about what they want and what they don't want



# Sponsor



Someone who opens doors for you to achieve something you want to achieve.

They may provide funding or networking opportunities to get you in the right place at the right time.  
Contact is infrequent.

# Therapy



Psychotherapy is used in extreme situations when a person is not functioning in everyday life for a specific reason e.g. self harm, drug addiction, mental health issues etc

This tends to be a long term process and requires specialist training

# Counsellor



A person who helps others to understand how traumatic, past situations impact their present and future situations.

Counselling tends to focus on a person's distress and helps them to deal with it in a non threatening way

# Pastoral Care



This tends to be a non - specific intervention and can be sporadic when a person has a particular need

It is quite general and hard to specify what the intervention involves in every situation



# Line Manager



Helps people to set objectives in their work environment and helps them to keep to them by regular evaluation



# Which intervention is appropriate?

- Dysfunction - Therapy
- Distress - Counselling or pastoral care
- Desire - Mentoring, coaching, spiritual direction

# Referring on



It is important to know who you can refer people onto if you are out of your depth or they need a different intervention

Who might be appropriate in your area?

# Why Mentoring and Coaching?



Why do you want to offer mentoring and coaching as an intervention?

Motivation is very important in doing mentoring and coaching?