Show Me The Difference

Mentoring vs Coaching
Someone doing agile coaching…

…takes teams **beyond** getting agile practices up and running, into their **deliberate** and **joyful** pursuit of high performance.
Skills of Mentoring

good for...

- telling
- sharing experience
- persuading
- showing how
- explaining
- advising

Skills of Professional Coaching good for...

- resistance
- getting stuck
- lack of purpose
- non-agile mindsets
- clash of styles
- listlessness
Agile coaching competencies

- Agile-Lean Practitioner
- Professional Coaching
- Mentoring

See more at Resources on AgileCoachingInstitute.com
Arc of the coaching conversation

Explore the Topic

What's their agenda?

Create the environment

Narrow down actions

Commit to action

Throughout: Self-Management

Coach the person, not the problem.

Also see Coaching Agile Teams book: Chapter 5
Professional coaching demo

**Intention:**
- Increase their insight
- Move forward with their chosen action
- Keep them accountable to themselves & their problem

**Skills:**
- Fully listening
- Asking powerful questions
- Self-Management
- Focusing on **their** agenda
Arc of the mentoring conversation

Mentor the person and the problem. End with the person.

Mentoring
Offer resources, advice, experience stories, opinions

What’s the *real* topic?

Coaching
Forget what I said, what will you do?
You can only mentor on topics you know more about than the other person!
Mentoring demo

**Intention:**
- Share knowledge, offer options, influence the outcome
- Increase their insight
- Move forward with their chosen action

**Skills:**
- Fully listening
- Asking powerful questions
- Self-Management
- Asking info questions
- Offering advice, opinion, experience
- Keeping mentee at choice
Learn more...

Resources to build Coaching & Mentoring skills & Agile Coaching Competency
http://www.agilecoachinginstitute.com/agile-coaching-resources/