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Understanding Coaching and Mentoring (Insight Coaching & Mentoring Programme)

Richard Hale, Eileen Hutchinson

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Coaching and mentoring are recognised as key skills to support the development of people in the workplace and in their careers. Leading edge research by Dr Richard Hale and Eileen Hutchinson has shown that when applied effectively coaching and mentoring can make a real difference and can support lasting changes in behaviour. However becoming an effective coach or mentor is not simply about applying a set of techniques or following a prescriptive process. It means forming supportive relationships and understanding the culture and values of others at a deeper level. This is the first in the Insights series of development workbooks for those operating as a coach or mentor and for consultants and trainers alike. Understanding Coaching And Mentoring will help you differentiate between coaching and mentoring and understand how to maximise the benefits at individual and organisational levels. Practical tools are balanced with well grounded research evidence ensuring this publication can be used to support personal and group learning programmes. Indeed the workbook is mapped to the Institute of Leadership & Management (ILM) criteria for coaching and mentoring. The authors provide a potent partnership with Dr Richard Hale having completed a practitioner doctorate focused on the dynamics of mentoring relationships and Eileen Hutchinson having achieved success applying coaching and NLP programmes to both the Corporate and Health Care sector, and specalising in the delivery of ILM accredited coaching and mentoring programmes.

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