

THE ICC ACADEMY NEWSLETTER

THE NEWSLETTER FOR GROWING GREAT COACHES

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Hello ICC coaches and friends,

We've heard a lot about wellbeing lately – including the distinct lack of wellbeing amongst some Kiwis who are languishing or burnt out.

So today we want to clarify what wellbeing actually means and how you might bring some key concepts from wellbeing research into your coaching. Let's get started.



I have been excited to kick off another month with a new Foundation Coaching Certificate cohort, embarking on their journey to acquire the essential tools and skillset of coaching.

It's a source of constant joy for me to welcome fresh faces into the ICC Academy, as they set out to become exceptional coaches, whether in a fulltime professional capacity or to enhance their leadership and management skills in the workplace.

One of the most interesting early conversations we engage in during the course revolves around differentiating the roles of coach and mentor. It's a topic that sparks valuable insights and sets the stage for the transformational learning that lies ahead of them on the course.

So let's delve into the intriguing realm of mentoring and coaching and draw a clear line between the two. As someone passionate about personal development and professional growth, it's essential to recognise the distinctive roles these two play in nurturing talent and fostering personal and career development.

Mentoring: The Wisdom of Experience

Mentoring is akin to receiving guidance from an industry sage, a seasoned expert who's been down the road you're traveling. Mentors provide invaluable insights into how they've tackled the challenges and triumphed over hurdles in their careers.

They're like beacons of wisdom, offering pearls of advice that can illuminate your path. In essence, I like to refer to mentoring as direct imparting of knowledge and experience from a trusted source. It's the equivalent of receiving a map that shows you the best route to take.

Coaching: Unleashing Your Inner Resources

On the flip side, coaching is a distinct shift. Here, it's not a prerequisite for the coach to be a subject matter expert in the same field or role as the coachee. Coaching is about harnessing the coachee's innate potential and resources. It's a transformative process that helps individuals tap into their unique strengths, talents, and perspectives.

The coach's role is to facilitate self-discovery and empower the coachee to come up with their own solutions. In coaching, it's not about handing over a map; it's about helping the coachee create their own map, develop their navigational skills and giving them the tools to explore uncharted territories.

The Lasting Power of Coaching

What makes coaching immensely powerful is its emphasis on individual growth and self-realisation. Mentoring is great for getting specific answers but it often does not develop self-reliance and self-discovery. When we coach we enable individuals to tackle challenges not just for the present moment but for the long haul, as they become more self-aware, adaptable, and capable decision-makers.

The coachee's own insights and strengths are utilised to approach their roles and challenges in a way that's uniquely suited to them. In a world of constant change and evolving roles, when we coach, we equip individuals with the skills to navigate the unknown with greater courage and confidence.

When developing others, take care to understand when each approach is most appropriate for the individual and the organisation, being intentional on the decision we make on which hat we choose to wear.