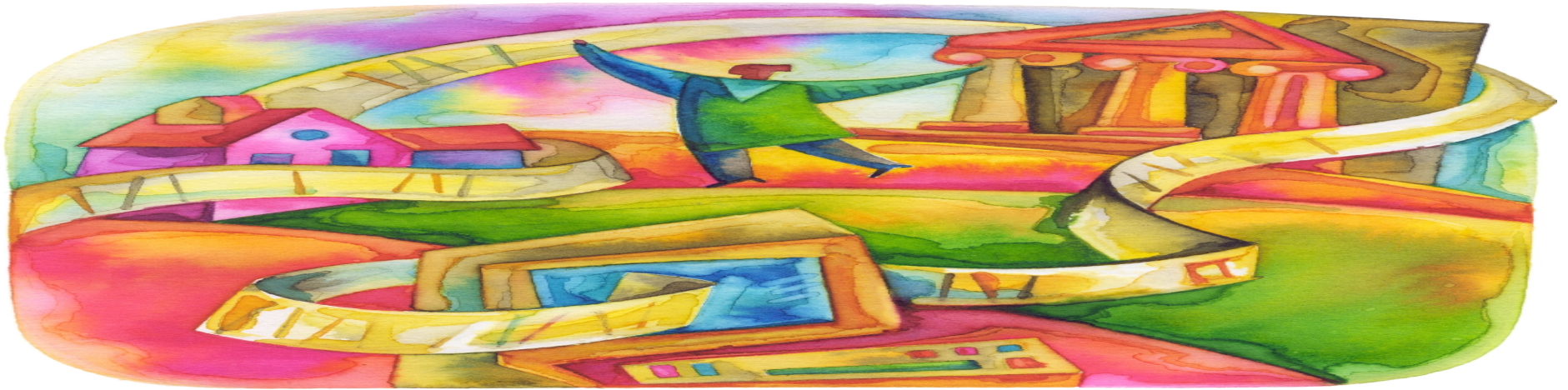
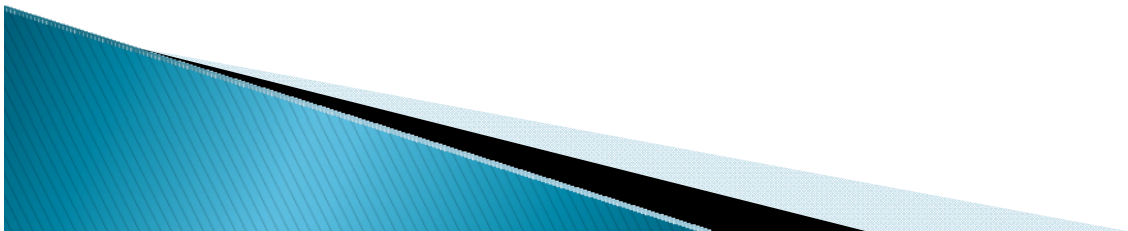




**Mentoring and
Coaching
in the
New Workplace**



Make Learning
a **“TOP”**
Strategic Priority

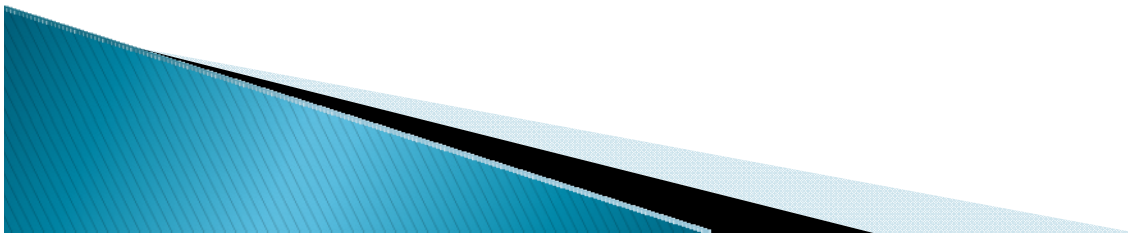


#1

*Be willing to rethink
the whole concept of
the new worker and
what the word “job”
means.*

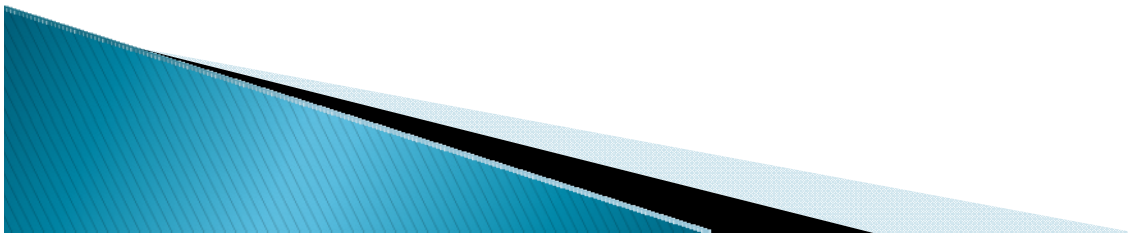
#2

*Continuously
learning new skills
has become critical.*



#3

Match to skills not to people.

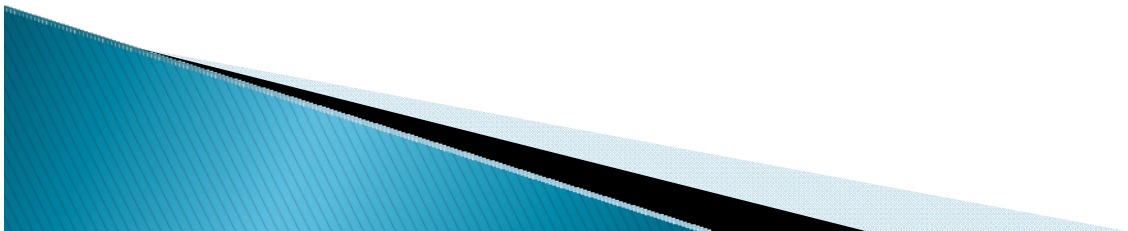


The Three “Knows”

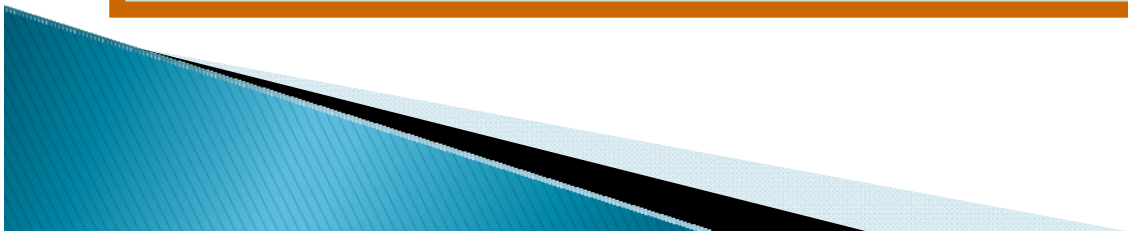
1. Know Your Product

2. Know Who You Are

3. Know What You Need



1. Determine the strategic needs of the business.
(core business strategy)
1. Decide what the business will need in the way of talent 5 years from now. (just a guess)
2. Define your current key skill and knowledge competencies. (look deep inside)
3. Identify your current talent pool of key positions and potential successors. (invest in internal leaders)
4. Evaluate your current generation demographics. (time objective)



Competencies

Behavioral-based
and often come as
result of direct
experience.

Example:
Analytical thinking

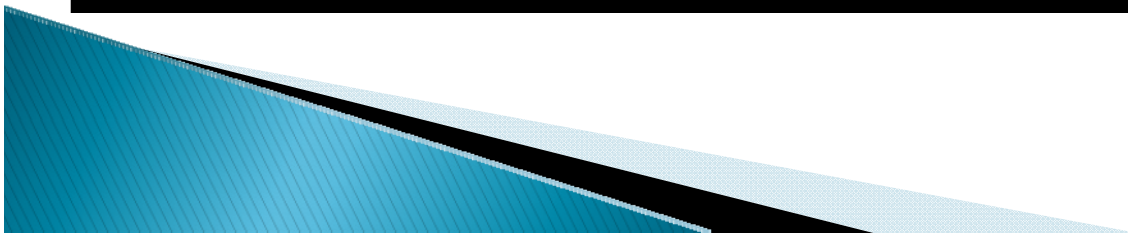
Skills

Often task-
oriented and can
be easily trained.

Example:
Being proficient in
MS Excel

What is Skill-based Mentoring?

A program to give any employee from any generation a way to transfer or receive a new skill.



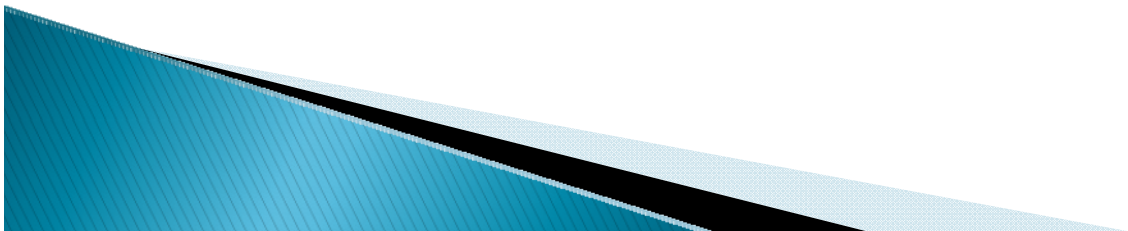
Mentee Evaluation:

- 1. What skills will you personally need to develop to be able to succeed in the future?*
- 2. In what kinds of situations have you found yourself most comfortable with the status quo? Why would you avoid change in these situations?*
- 3. In what ways are you currently opening your perspectives, and challenging your beliefs or assumptions?*



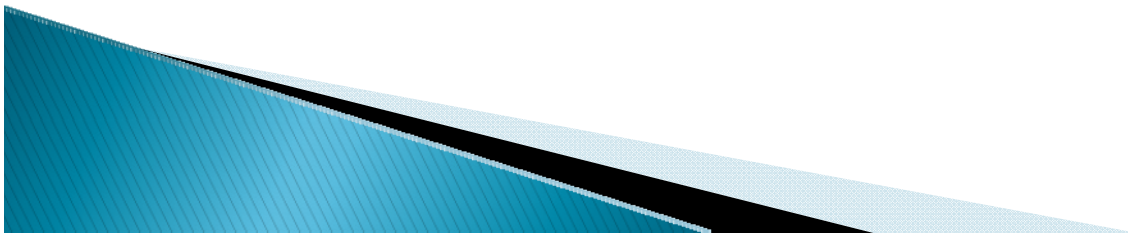
Mentor Evaluation:

- 1. What skill/skills do I have that I could teach to another employee?*
- 2. How can I support a mentee to help increase their knowledge and skills?*
- 3. How can I learn from this exchange?*



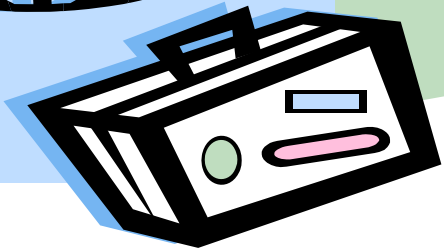
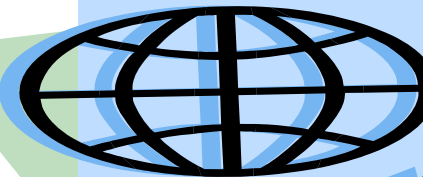
The New Coaching Model

- 1. Define Coach*
- 2. Why Coach?*
- 3. When should you coach?*
- 4. What do you need to know in order to coach?*



***Thank You for Spending
Your Time with Me Today!***

Pat



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