

Trigger Question: Prof. Bholanath Dutta-- Can coaching and mentoring happen simultaneously?

Mr. Ananda Reddy:

When you are mentoring someone, you are also coaching that person. Isn't it?

You could be coaching someone for a specific purpose, however when you are mentoring you are looking at the overall growth of the individual, hence it also includes coaching.

Prof. Bholanath Dutta

Coaching is done when a person fails to deliver in terms of his KRA, whereas Mentoring is a slow process in enabling and helping a person reach a particular career goal. Coaching can be a part of Mentoring to set things in a right direction. Otherwise these two things have to be considered separately and cannot be mixed.

Dr. Param D Singh

The two are exclusive, though as Prof. Bholanath says, coaching can be a part of mentoring. Consider an athlete - the coach teaches the athlete the right techniques to excel in the skill (high jump, pole vault, etc.), whereas the mentor teaches the sportsman spirit, the participation in a competition being more important than winning, how to appreciate another athlete who did better than you, and how not to become a bundle of depression after a lost match!!! Of course, there's nothing preventing a coach to also be a mentor - the only need is the ability of the person to deliver both to the learner!!

Mr. Krishna Kumar

Your question is one that is frequently asked in many forums.

While there are any similarities in the coaching and mentoring methodologies the end goals and the process applied can be quite different.

In summary, unlike in mentoring ,coaching is usually done by an external person, has a limited time frame, may be commercially charged and the coach avoids giving advice.

As I am running a specialist coaching firm, which also provides a coach certification course, please feel free to contact me for any further clarifications and I will be happy to oblige.

Principal Rani Verma

Coaching is a word mainly used in Sports. Coaching is done to build the competency and improve / sharpen the skills. Success goes beyond competency. It is the capability along with competency brings success. Capability means development of values , physical, mental and spiritual capabilities. Patanjali Ashtang Yoga is time proven model for Capability built up and Udgam to Utkarsh Model of Art of Success Foundation is excellent model for Competency built up. Bench Marking, Six Sigma, Deming Wheel, Kaizen Techniques can be used for improvements.

Mentoring is at higher level than coaching. Coach focus on competency where as Mentor focus mainly on capability. Coach can be Mentor also.

In academics Training word is predominant and take the role similar to coaching Mentor in academics can be same or any other teacher or can be an outsider.

In Corporate again Training word is predominant and Mentor can be any body.

Coaching and Mentoring is differentiated by the role being played.

Shri Virendra Goel

I believe largest coaching activity in terms of volumes and turnover is in preparing for competitive exams for admission to institutions of higher learning after schools. End result is not more than .2% students are able to get admission in IITs/IIMs and likes (though that is the objective with which parents are made to dole out large sums of money) and not more than 5% are able to qualify for other national level and regional level reputed centers of learning?