SEPT 2020

MODULE 1

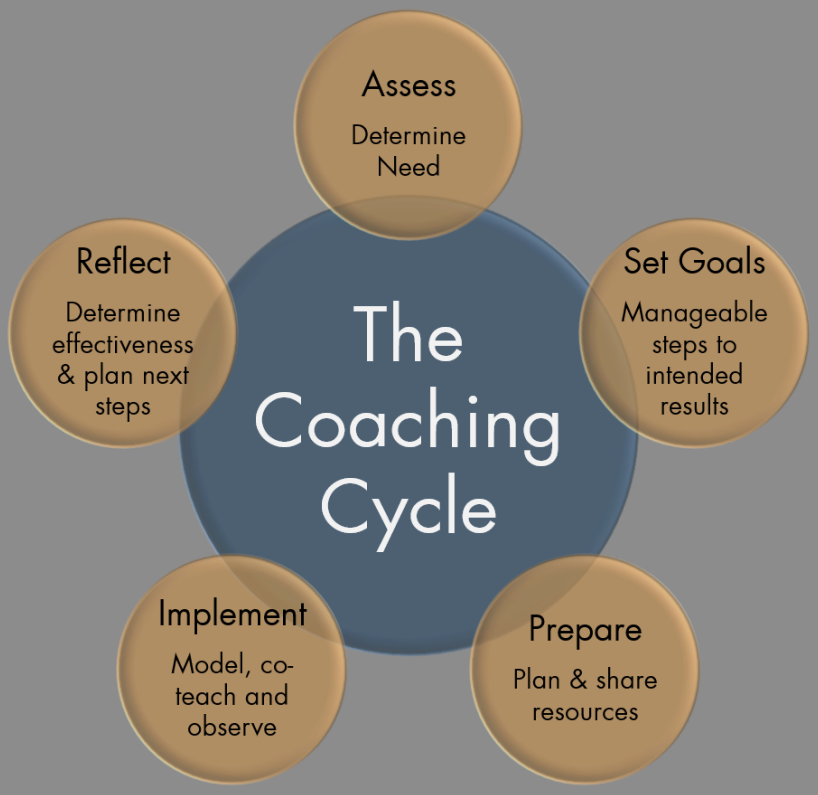
LEADERSHIP AND MANAGEMENT PRACTICE FOR THE CONSTRUCTION SECTOR

COACHING & MENTORING

CALA CONSTRUCTION
ACADEMY OF EXCELLENCE

keystone

THE COACHING CYCLE



BENEFITS OF COACHING AND MENTORING EMPLOYEES

Coaching and mentoring an employee makes them more valuable to your organisation by developing and enhancing their skills—both professionally and personally.

By being interested in the growth of your staff, you're showing them that you care about their progress. And this can increase their loyalty to you. Some businesses coach and mentor. Some choose one method over the other.

Generally in the workplace, coaching an employee is a shorter, more specific affair. For example, you might be coaching a group of trainees on how to make sales calls in line with your company's tone and strategy. This requires the passing on of particular knowledge, confidence and self-directed learning.

Mentoring tends to be longer term and focussed on growth of the person through a blend of advice, guidance and experience being shared.

THE JOB PERFORMANCE WHEEL

Imagine the circle was an assessment of your working week? What score would you give each area? Complete the circle with an honest assessment of how happy you are in these areas and then analyse those areas you are LESS happy with. Give each area a score out of ten.

Please type any notes into the box below: