



The Big Blue Box Ltd

Comparing our Coaching and Mentoring

This document defines and compares our coaching and mentoring across varied dimensions or characteristics. The intention is to clarify the definition and understanding of these two fundamental techniques as used in our practice.

Characteristic	Executive Coaching	Executive Mentoring
Our Definitions:	Executive coaching is a confidential, catalytic conversation that creates the conditions for an individual to change.	Executive mentoring is a confidential conversation within which the mentor shares and transfers their knowledge and experience to support the mentee's development.
Key Observations:	Typically, coaching is the overarching framework within which we work.	Mentoring is an integral element within our coaching framework.
Simply...	The coach listens.	The mentee listens.
To build a shared understanding:	The coach brings curiosity, and explores the coachee's domain.	The mentee brings curiosity, the mentor brings and shares their domain knowledge.
Project Context:	Our Coaching / Mentoring projects take place within an organisational context. Corporate sponsored project for performance improvement for MD, CEO, C suite, senior executive in a leadership role and emerging talent cohort.	
Project Intention:	The goal is to create conditions for positive individual change for the coachee, to improve performance and behaviour within life, career and role.	The goal is to share domain-specific knowledge and experience to assist the mentee's learning and development within that domain.

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Client 'need':	<p>The coachee's 'need' might initially be defined by the sponsor and may typically focus upon the organisation's assessment.</p> <p>The actual coaching needs, as defined by the coachee may be identified, reviewed, and clarified during the coaching diagnostic process between client and coach.</p> <p>The client 'need' may evolve.</p>	<p>Domain specific development.</p> <p>The mentee typically seeks support for their development within a specific domain where the mentor has more knowledge and experience.</p> <p>The client 'need' may evolve.</p>
Integrated Approach Typical 'domain', or area of focus:	<p>Emotional intelligence.</p> <p>Creating enhanced situational, interpersonal awareness, intelligence, resilience and agility.</p>	<p>Generalised sector, industry, profession, organisation and experience, skill and knowledge.</p>
Integrated Approach Domain exclusion:	None.	<p>Specific sector, industry, profession, organisation and local experience, skill and knowledge.</p>
Engagement conditions:	<p>2-way chemistry test to be passed in first session, preparedness to engage, contract agreed, confidentiality established.</p> <p>Some outcome expectations might be shared.</p> <p>Mentoring will require identifiable domain – area of focus.</p>	
Project structure:	<p>Initial series of 4, one-to-one sessions, where each session is of indeterminate duration.</p>	
Media:	<p>Coaching and mentoring can be effectively delivered in person, face to face and through video such as Zoom and TEAMS.</p>	
Confidentiality:	<p>Confidentiality is fundamental and clarified during the contracting and engagement process.</p>	
Change process:	<p>Catalytic: The coach acts as a catalyst through curiosity and listening, facilitating insights through reflection, etc. that lead to enhanced self-awareness, clarity of purpose for the coachee.</p>	<p>Mentor shares stories and explores 'new' ideas within the domain.</p> <p>Reflection by the mentee including considerations of change, learning and development.</p>

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Key tools and techniques:	Listening, reflecting, summarising, facilitating, challenging, directing. Holding to account.	Telling, sharing, discussion, story telling. Holding to account.
Coach / mentor skills and qualities:	Curiosity, empathising,	Domain knowledge skills.
Conversation style:	The coaching conversation is a two-way, informal, open, and non-judgemental exchange.	The mentoring conversation is a flow of advice from the mentor to the mentee, often integrating coaching techniques.
Coach's/Mentor's Contribution:	The coach brings: <ul style="list-style-type: none"> • confidentiality • trustworthiness • empathy • curiosity, listening skills • ability to facilitate insights 	The mentor brings: <ul style="list-style-type: none"> • domain-specific experience and knowledge • context-aware advice and guidance
Coachee's/Mentee's Contribution:	The coachee brings: <ul style="list-style-type: none"> • preparedness to engage • openness • reflection • responsibility for communication with the organisational sponsor 	The mentee brings: <ul style="list-style-type: none"> • openness to guidance • support requirements • domain interest and information/ advice need
Conditions for Change Created:	Coaching creates conditions for individual change by raising (self) awareness, insights, clarity of purpose, intent.	Advice, Information and experience shared by the mentor to enable mentee's learning and thus decision making and action.
Knowledge Share and Transfer:	Coach facilitation of varied insights for the coachee.	Mentor sharing domain-specific knowledge, including information, advice, stories, and guidance.

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Evaluation:	<p style="text-align: center;">Reference to project sponsor and / or line manager briefing.</p> <p style="text-align: center;">2-Way chemistry test in the first session.</p> <p style="text-align: center;">Feedback, review and action planning in sessions.</p> <p style="text-align: center;">Evaluation Questionnaire. Comparison with contract and outcome expectations.</p> <p style="text-align: center;">Gather (anecdotal) evidence from 'stakeholders' over time and across wide selection.</p> <p style="text-align: center;">Catch-up 'coffee' chat after 3 months approx.</p>	

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Other definitions		
Organisation	Executive Coaching	Executive Mentoring
<p><u>EMCC</u> European Mentoring and Coaching Council</p>	<p><i>“It is a professionally guided process that inspires clients to maximise their personal and professional potential. It is a structured, purposeful and transformational process, helping clients to see and test alternative ways for improvement of competence, decision making and enhancement of quality of life. Coach and Mentor and client work together in a partnering relationship on strictly confidential terms. In this relationship, clients are experts on the content & decision making level; the coach & mentor is an expert in professionally guiding the process.”</i></p>	<p><i>“Mentoring is a learning relationship, involving the sharing of skills, knowledge, and expertise between a mentor and mentee through developmental conversations, experience sharing, and role modelling. The relationship may cover a wide variety of contexts and is an inclusive two-way partnership for mutual learning that values differences.”</i></p>
<p><u>ICF</u> International Coaching Federation- Professional Coaching Association</p>	<p><i>“Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership.”</i></p>	
<p><u>ABM</u> The Association of Business Mentors</p>		<p><i>Mentoring is a process where one person offers help, guidance and support, using empathy and practical experiences of their own, to facilitate the learning and development of another.</i></p>