

LA430 – Youth Coaching & Mentoring, a Primer

National OA Adviser Training

Session Length: 25 Minutes

Overview:

- This module covers an introduction to developing youth leaders within the Order of the Arrow
- It covers the basic of coaching and mentoring.
- It identifies the difference between coaching and mentoring within the Order of the Arrow.

Learning Objectives:

- Understand the difference between coaching and mentoring.
- Understand the benefits of mentoring and coaching.
- Explain what is involved in maintaining a quality mentoring relationship.
- Discover the evolution of a mentoring relationship.

Detailed Outline of the Session:

It is important that the youth and adviser understand the basics of coaching and mentoring, when they are used and the purpose of each.

Introduction (Slide 2)

A Coach is someone who develops skills and capabilities in another person.

A Mentor is an individual that becomes a trusted guide and counselor of someone less experienced.

Responsibilities of Coaches and Mentors (Slide 3)

When we accept a position of leadership, people will be looking up to us. We have a responsibility to listen to them, to pay attention to them, and to attempt to understand what it is they want and need. A key skill of good leadership is listening. Listening is a vital portion of communication which is the exchange of information. It has been said that often leadership is providing what is missing. To lead well, we need to invest energy in listening so that we can assess the situation, figure out what is missing or what is needed by this person or team, and then figure out how to fulfill that need.

Coaching (Slide 4)

A coach is an individual who develops skills and capabilities in another person or in a group such as a team. Coaching is a leadership behavior and skill. It can take the place of discussion, lecture, critique, or guided practice. It is generally takes place continuously as a youth or team progress through the program and is often a formalized relationship or process. A key concept is that in coaching, there is a letting go and enabling of the individual in the process. The coach does not and cannot complete the task. A coach may become a mentor to facilitate continued growth of the individual.

Mentoring (Slide 5)

A mentor is an experienced leader who becomes a trusted guide and counselor of another less experienced individual. This trusting and caring relationship normally extends beyond Scouting skills and into value beliefs and feeling. A mentor may be assigned as youth leaders in the Order of the Arrow are assigned an adviser, but the relationship can occur naturally and can be fostered between the individuals involved.

What Coaches Do (Slide 6)

The problem with our definition of a coach is that it does not come close to capturing everything that a good coach should be. Coaching involves so much work it would be impossible to list every aspect of a good coach. Here are some of the many attributes of a good coach:

- Provide task direction and vision
- Provide skill instruction
- Build team and individual capabilities
- Provide Resources
- Facilitate external relationships for individuals and teams
- Transfer responsibility for success to the team.
- Support the growth and progress of the individual.

Coaching is not about you, it is all about the person being coached and what matters to them. It is 100% their concerns and 0% your concerns. A good coach will do everything in his power using his talents to fulfill his individual's or team's needs in order to ensure their success.

What Mentors Do (Slide 7) then (Slide 8)

Let's do the same thing for a mentor. Here are some of the best attributes that a good mentor might have.

- Advise, support and provide guidance on subjects that a young person may find difficult to discuss with other leaders or peers.
- Instill attitudes and social intelligence and Scouting values
- Provide trusted counsel and a broad perspective on Scouting and person or issues.

Mentoring can have a significant, longer-term beneficial effect on the life of another person. Mentoring is a process of ongoing, individual communication and support to enable the mentored person to be more successful. It involves many aspects, but we are going to focus on four steps: friendship, supporting, teaching and challenging. These steps are usually linear, but can be subject to variations.

Friendship- a mutual relationship of like and trust between the youth and adviser.
Good mentors will:

- Offer friendship and wise counsel
- Listen to personal problems
- Control negative attitude or behaviors

Supporting-Strengthening your youths' abilities by helping them succeed and avoid failure. Good Mentors will:

- Help build self confidence
- Provide growth experience
- Offer encouragement
- Stand by their youth in critical or tough times.

Teaching-Sharing prior knowledge and experiences to help youth manage the situation. A good mentor will:

- Explain how the organization works
- Teach by example
- Offer motivational guidance

Challenging- Motivating your youth to test and bring his abilities to the next level.
Good mentors will:

- Set high but achievable expectations
- Offer challenging ideas
- Inspire

These four steps are linear and build on all the previous steps. You cannot challenge youth without being a friend first. There are similarities with coaching but coaching focuses on the short term task at hand while mentoring focuses on the long-term positive growth of the youth. But there is a caution with the first step: don't allow the desire to have a friendly relationship or desire to be liked to override the need to provide sound advice and direction. Some adults can be ineffective and fail to gain the respect of the youth because they are more concerned that the youth like them and less concerned about what is in the best interest of the youth. Don't be his "buddy". Recognize that if a true friendship with a youth does not evolve, it does not mean that the mentoring relationship can't be successful. It is still possible to have a friendly relationship with a youth without necessarily achieving a true, long-term friendship.

Key Differences between coaching and mentoring (slide 9)

To help you understand some key differences, please refer to the chart on the slide.

	Coaching	Mentoring
Goals	To correct inappropriate behavior, improve performance and impart skills as an individual accents a new responsibility	To support and guide the personal growth of the mentee
Initiative	The coach directs the learning and opportunities	The mentee is in charge of his learning.
Focus	Immediate problem and learning opportunities	Long-term personal development
Roles	Heavy on telling with appropriate feedback	Heavy on listening, providing a role model and making suggestions and connections.

Conclusion (Slide 10)

The purpose of Scouting and the Order of the Arrow both outline a strong emphasis on youth leadership development. This is also reflected in the mission of the lodge – each lodge operates through youth leadership, under the advisement of selected capable adults. The youth drive the lodge, while the adults help guide and navigate them down the road.

The process can only succeed through the coaching and mentoring of the drivers. It is your duty to help them through the busy and complicated intersections, teach them how

to change lanes and negotiates changing conditions, be patient and supporting through their frustrations, motivate them to get behind the wheel again, and inspire them to achieve even more. In doing this you can buckle up in the passenger seat and hand on for the ride of their life.

This session focused on definitions of and differences in Coaching and Mentoring with a few examples. It is recommended to further learn and develop your skills in both, that you seek additional learning opportunities, ones in which you can learn and practice these skills.

These include finding your own coach/adviser (an “Adviser’s Adviser”), taking advanced leadership training at your section conclave, national event such as NOAC, or training such as **Wood Badge** and the OA’s **National Leadership Seminar (NLS)**. The Order of the Arrow also has one of the best advanced adviser trainings available: The **Developing Youth Leadership Conference (DYLC)**. This conference is a weekend training that focuses specifically on honing coaching and mentoring skills you need as an adviser to help develop youth leaders. It is presented in a similar format as NLS and focuses on developing those skills the youth learned at NLS. Check your region’s web site (or neighboring region) for times of the DYLC held near you. These are normally only presented twice a year so plan accordingly. Contact your lodge adviser or section adviser or visit your Region or National OA web site for more information.