



The use of leadership skills advances unit cohesion, resilience and readiness

LEADERSHIP

MATTERS

MyTeam-MyGuard



PEOPLE FIRST
MISSION ALWAYS



MyTeam-MyGuard is an education and mentoring program for servant leaders which utilizes core leadership competencies to increase team building, unit cohesion, a trusting culture, personal resilience and unit readiness.





Coaching and Mentoring

Unit Name

Name of Instructor



Coaching
and
Mentoring
Pre-test





Experiences with Coaching

- Who has been a coach that had a positive and lasting experience in your life?
- What has been your worst experience with a coach?
- Have you ever been in the role, officially or unofficially, as a coach?



Your Company Name

- How do we get matched up with a coach or mentor?
- Depending on what we want to improve on, when would it be better to work with a coach or a mentor?
- What types of people would you seek out as someone wanting to learn?
- What types of people would you prefer to be a coach or mentor to?



Terminal Learning Objective

Action: Demonstrate effective coaching and mentorship techniques.

Conditions: As an NCO, given organizational-level leadership perspective in a classroom environment, given references, activities and classroom discussions.

Standard:

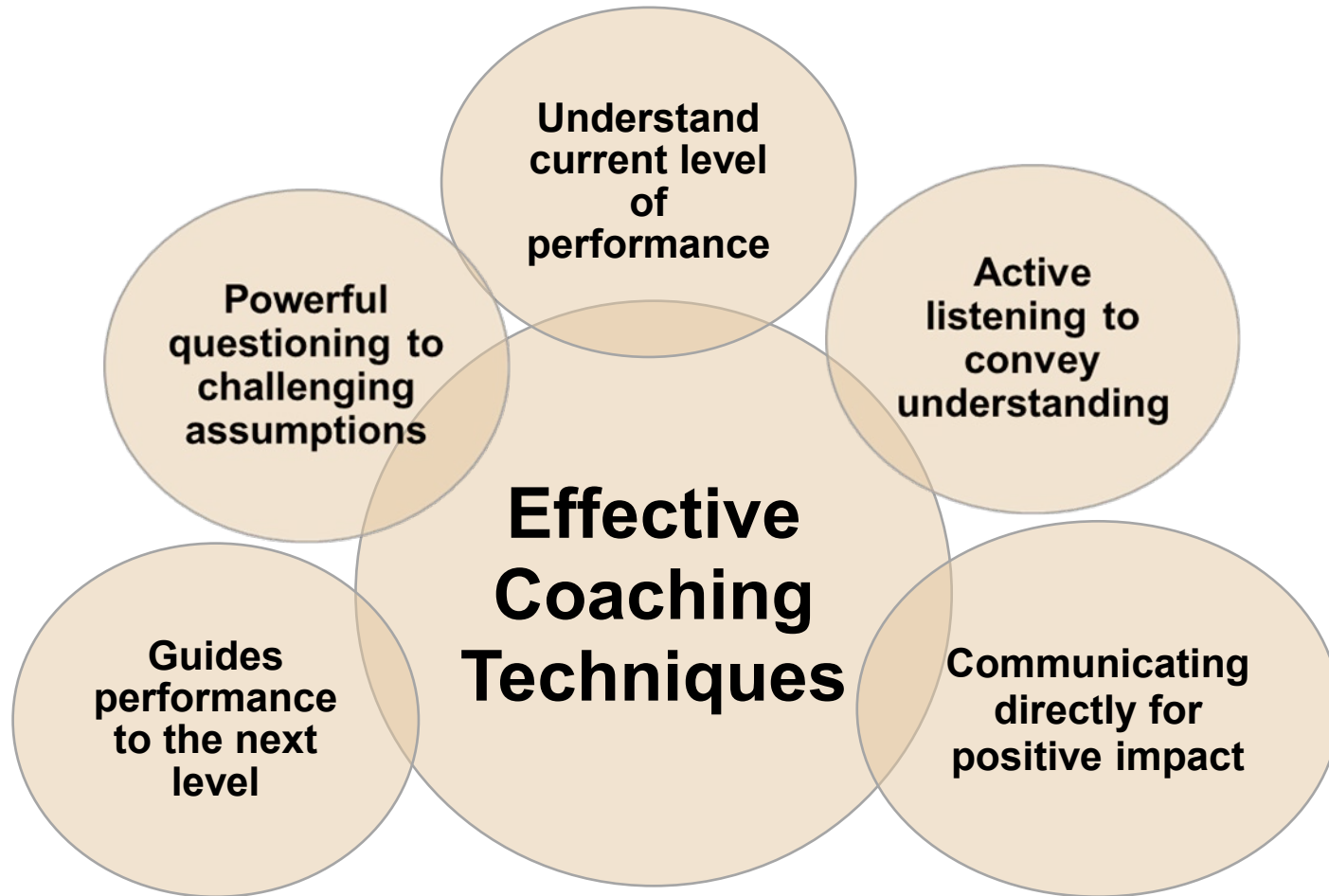
- Apply interpersonal techniques of coaching and mentorship as demonstrated through discussion and practice exercises.

Learning Domain: Cognitive

Level of Learning: Application



What is coaching?





One of the Best Coaches



Louis Leo Holtz (born January 6, 1937) is an American former football player, coach, and analyst. He served as the head football coach at:

- The College of William & Mary (1969–1971)
- North Carolina State University (1972–1975)
- New York Jets (1976)
- University of Arkansas (1977–1983)
- University of Minnesota (1984–1985)
- University of Notre Dame (1986–1996)
- University of South Carolina (1999–2004).
- Compiling a career record of 249–132–7.

Holtz is the only college football coach to lead six different programs to bowl games and the only coach to guide four different programs to the final top 20 rankings.

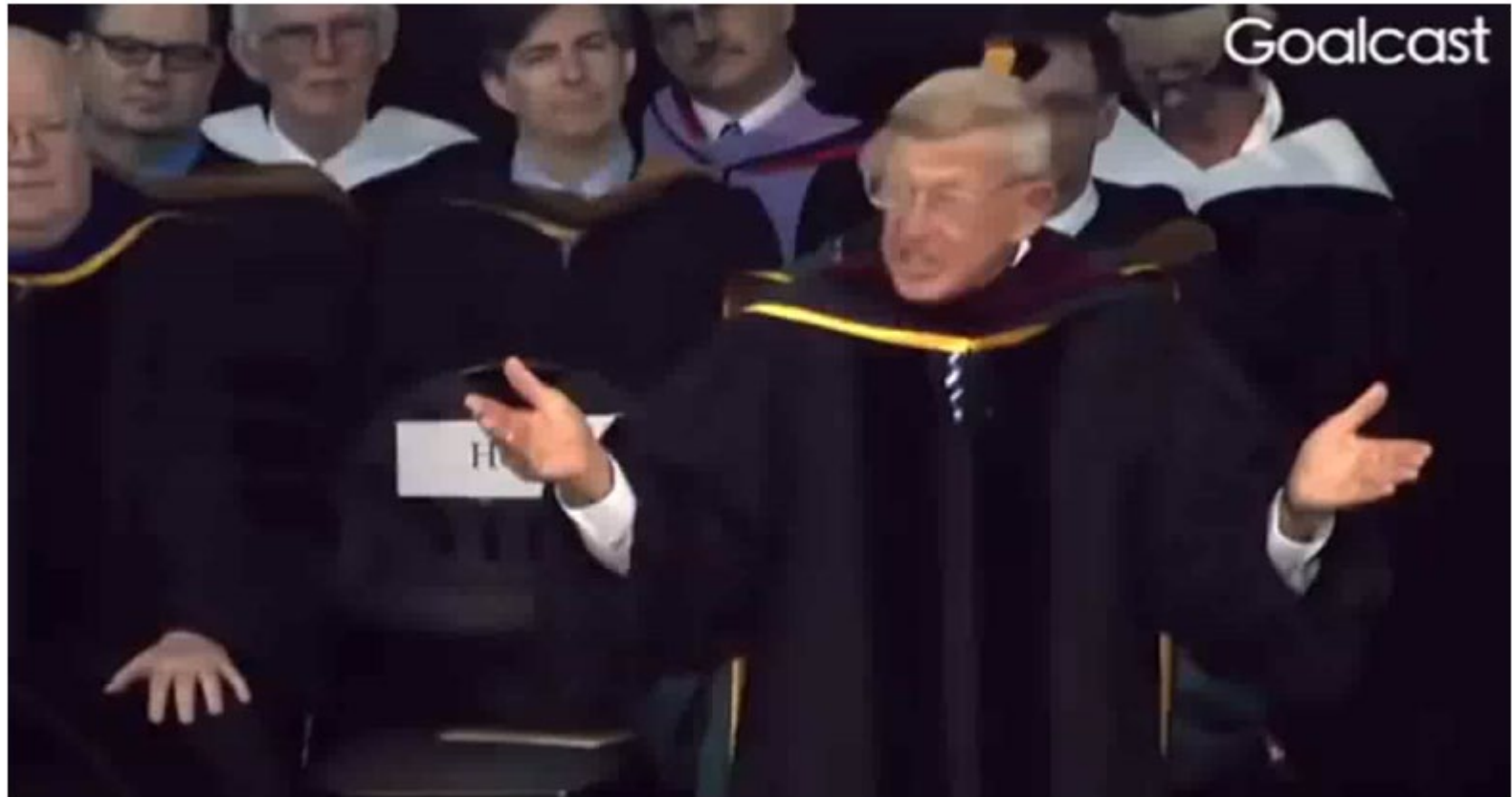
After retiring from coaching, Holtz worked as a TV college football analyst for CBS Sports in the 1990s and ESPN from 2005 until 2015.

On May 1, 2008, Holtz was elected to the College Football Hall of Fame.





Coach Lou Holtz





Mentoring

- Definition:
 - A voluntary developmental relationship that exists between a person of greater experience and lesser experience that is characterized by mutual trust and respect. (AR 600-100)





Experiences with Mentoring

- Who has been a mentor that had a positive and lasting experience in your life?
- What has been your worst experience with a mentor?
- Have you ever been in the role, officially or unofficially, as a mentor?





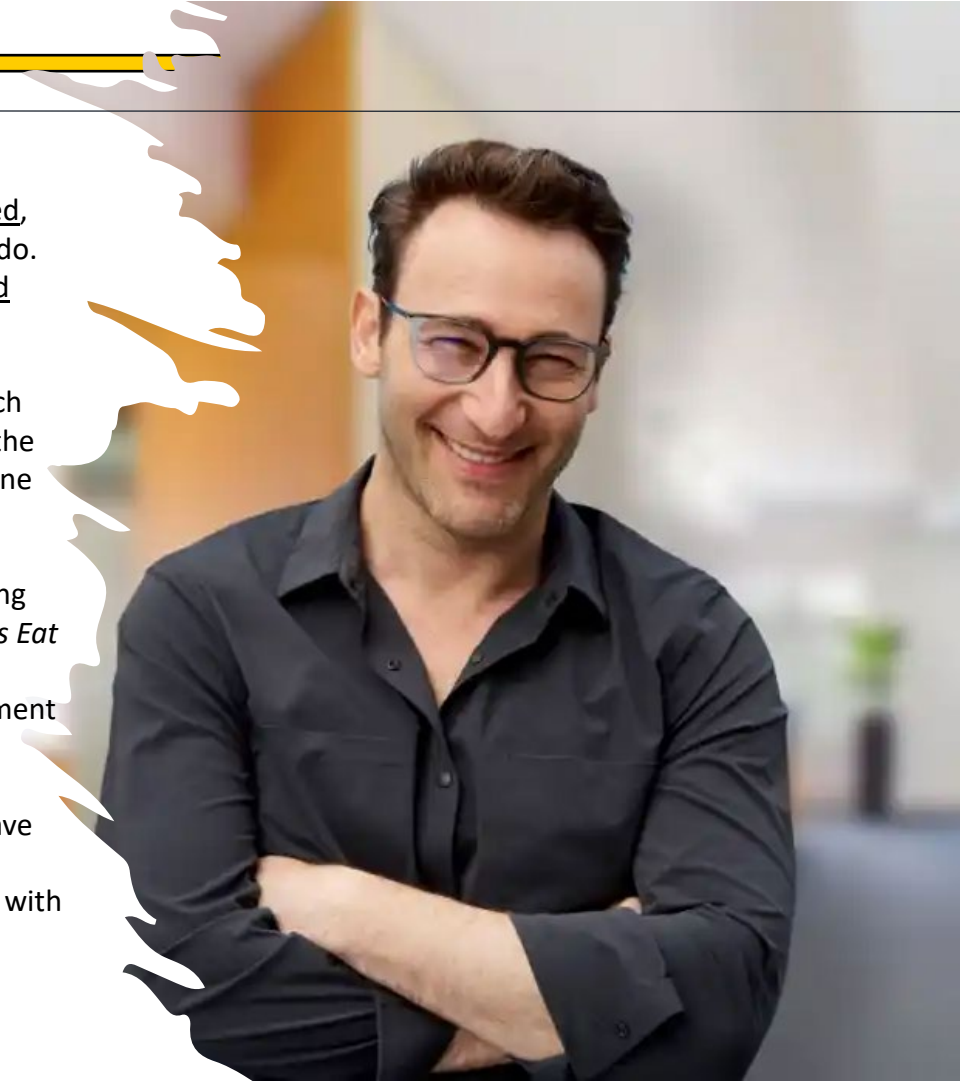
Simon Sinek

Simon is a spark that ignites passion and ideas. He envisions a world in which the vast majority of people wake up every single morning inspired, feel safe wherever they are, and end the day fulfilled by the work they do. As an unshakeable optimist, he believes in our ability to build this world together.

Simon may be best known for his TED Talk on the concept of WHY, which has been viewed over 60 million times, and his video on millennials in the workplace—which reached 80 million views in its first week and has gone on to be seen hundreds of millions of times.

He continues to share inspiration through his bestselling books, including global bestseller *Start with WHY* and New York Times bestseller *Leaders Eat Last*, as well as his podcast, *A Bit of Optimism*. In addition, Simon is the founder of The Optimism Company, a leadership learning and development company, and he publishes other inspiring thinkers and doers.

His unconventional and innovative views on business and leadership have attracted international attention, and he has met with a broad array of leaders and organizations in nearly every industry. He frequently works with different branches of the US Armed Forces and agencies of the US government.





What Does Mentoring Look like?





Qualities of a Mentor



THE *List.*

1. Challenges You
2. Is Experienced
3. Is Where You Want To Be
4. Supports You
5. Is a Great Listener
6. Is Invested in Your Success
7. Guides You Towards the Answer
8. Provides Constructive Feedback
9. Respects You
10. Is Available





Differences: Coaching versus Mentoring



This is not absolute...coaching and mentoring become very fluid

Coaching	Mentoring
Short Term	Long Term
Skills	Values
Formal/structured	Informal/no-qualifications
Goal setting	Goal Setting
Non-Directive	More personal
	Developmentally driven





Discussion: Coaching or Mentoring



Qualities of a Mentor

- | | |
|----------------------------|-----------------------------------|
| 1. Challenges You | 6. Is Invested in Your Success |
| 2. Is Experienced | 7. Guides You Towards the Answer |
| 3. Is Where You Want To Be | 8. Provides Constructive Feedback |
| 4. Supports You | 9. Respects You |
| 5. Is a Great Listener | 10. Is Available |

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The skills required of both a Mentor and Coach are similar:

- *Trust between both parties
- *A desire to develop
- *Knowledge sharing
- *Discussion of goals
- *Exposure to new ways of thinking
- *Skill development
- *Focus on career progression
- *The unlocking of someone's potential

Coaching
and
Mentoring
Post-Test



Questions

