



THE
of AD

D...	D...	D...	F...	B...
20: L				
Coaching	A collaborative relationship between a staff member and a supervisor, or a staff member and an external professional, which enables learning and development to occur, usually to enhance capability, confidence and performance in the current role. Can also facilitate career development. Generally structured over a defined period (1 month to 1 year) and linked to specific goals.	<ul style="list-style-type: none"> • Technical or interpersonal skills • Management or leadership development • Increased ability to problem solve and find creative solutions to new problems • Build professional know-how and confidence 	<ul style="list-style-type: none"> • Matching the right people as coaches • Selecting an internal or external coach • Deciding if the coaching is formal with specified learning outcomes or more informal 	<ul style="list-style-type: none"> • Accelerates 'on the job' development • Potentially provides an opportunity to work with someone outside of the University • Provides an opportunity for reflection and creative problem solving
Mentoring (being mentored or being a mentor)	Provision of support between two people, normally by one with knowledge/experience of a subject area and sector in which the other person wants to 'grow'. It can be a formal or informal, structured or unstructured arrangement, but generally covers 'whole of life' and enhances career, personal and professional growth and development.	For person being mentored: <ul style="list-style-type: none"> • Personal effectiveness • Organisational/sector knowledge • Career development For person mentoring: <ul style="list-style-type: none"> • Leadership skill development • Time to reflect on and evaluate own knowledge and practice 		

D. ...				