



# MANAGEMENT MENTORING AND COACHING

## Background

Mentoring and coaching and mentoring use the same skills and approach but mentoring is a longer-term relationship whereas coaching is short term task-based. In the case of mentoring, the mentor-mentee relationship is characterized by a more experienced person helping the less-experienced person with advice, information and guidance about a company, an industry or his or her career. The focus of coaching is to improve performance and skills. The coach-coachee relationship is collaborative, a relationship of peers, with the coach normally having more expertise in specific areas that are relevant to the situation considered.

## Our offering

We can offer both mentoring and coaching, depending on your specific needs.

Mentoring	Coaching
Ongoing relationship that can last for a long period of time	Relationship generally has a set duration
Can be more informal and meetings can take place as and when the mentee needs some advice, guidance or support	Generally more structured in nature and meetings are scheduled on a regular basis
More long-term and takes a broader view of the person	Short-term (sometimes time-bounded) and focused on specific development areas/issues
Mentor is usually more experienced and qualified than the 'mentee'. Often a senior person who can pass on knowledge, experience and open doors to otherwise out-of-reach opportunities	Coaching is generally not performed on the basis that the coach needs to have direct experience of their client's formal occupational role, unless the coaching is specific and skills-focused
Focus is on career and personal development	Focus is generally on development/issues at work
Agenda is set by the mentee, with the mentor providing support and guidance to prepare them for future roles	The agenda is focused on achieving specific, immediate goals
Mentoring revolves more around developing the mentee professional	Coaching revolves more around specific areas/issues

## For further information

Please contact us at T: +41 33 733 4682 or E: [info@se-cure.ch](mailto:info@se-cure.ch).