

What kind of qualities do you think make a successful teacher / company trainer?

Coaching and mentoring. Coaching-style programs VS. mentoring programs. Why is the task of finding a suitable mentor a challenging one, even for larger companies?

Plan

- Definitions
- Professional and personal qualities that make a successful teacher / a company trainer
- Differences between mentoring and coaching
- The main problem finding a suitable mentor
- Conclusion

Definitions

- **Teacher** - a person whose occupation is teaching others
- **Company trainer** - a specialized skill development position in a corporation where the goal is to help improve the performance of the employees
- **Mentoring** - a professional relationship in which an experienced person (the mentor) assists another (the mentoree) in developing specific skills and knowledge that will enhance the less-experienced person's professional and personal growth
- **Coaching** - a developmental strategy that enables people to meet their goals for improved performance, growth or career enhancement

A successful teacher:

- should know well the field they work in, its peculiarities, written and unwritten rules
- should be good physiologists, because they work with people most of the time, they should set an example of behavior to their students or trainees
- should be patient, tolerant, honest, kind.

A company trainer:

- Improving on their skills so that they can do a better job
- Negotiating
- Time management
- Preparing meetings or organization

Coaching characteristics:

- Managers coach all of their staff as a required part of the job
- Coaching takes place within the confines of a formal manager-employee relationship
- Focuses on developing individuals within their current jobs
- Interest is functional, arising out of the need to ensure that individuals can perform the tasks required to the best of their abilities
- Relationship tends to be initiated and driven by an individual's manager
- Relationship is finite - ends as an individual transfers to another job



Mentoring characteristics:

- Takes place outside of a line manager-employee relationship, at the mutual consent of a mentor and the person being mentored
- Is career-focused or focuses on professional development that may be outside a mentoree's area of work
- Relationship is personal - a mentor provides both professional and personal support
- Relationship may be initiated by a mentor or created through a match initiated by the organization
- Relationship crosses job boundaries
- Relationship may last for a specific period of time (nine months to a year) in a formal program, at which point the pair may continue in an informal mentoring relationship



Conclusion

Choosing what kind of teacher is needed for your company is very individual. So you need to choose right type according to your needs.