



**On The Shoulders of Giants:
You Can't Get There From Here Without
Help**

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If I have seen further than
others, it is by standing upon
the shoulders of giants.

- Isaac Newton

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Overview

- Definitions
- Mentors – relationships, focus and impact
- Coaches – who they are and what they do
- Real Life Examples

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What is a Mentor?

One who:

- Is more experienced.
- A trusted friend or advisor.
- Helps an individual advance career, enhance education, build networks.

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Coaches & Mentors: Similarities

- Both have shared goals.
- Both require trust and commitment.
- Both focus on learning and development.
- Both aim for client/mentee to improve.

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Coaches & Mentors: Differences

- Focus
- Role
- Relationship
- Source of influence

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Mentors: Focus

- Personal
- Long-term
- Potential

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Mentors: Relationship

- Self-selecting
- Professional friend
- Sounding board

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Mentors: Returns

- Reciprocal
- Learning
- Personal growth
- Affirmation

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Mentors: Impact

- Job
- Career
- Life

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Mentors: Characteristics

- Experience
- Knowledge
- Good listener
- Networker
- Honest and candid
- Successful

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What is a Coach?

One who:

- Instructs or trains.
- Directs team strategy.
- Helps an individual achieve goals.



Coaches: Sports & Business

- Similar:
 - Help achieve goals.
 - Identify and overcome weaknesses.
 - Team or individual.
- Different: Measuring success.

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Coaches: Focus

- Identify areas of improvement.
- Drafting a plan of action.
- Provide regular feedback.

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Coaches: Relationship

- May be external to organization.
- Coach provides clear direction.
- Client expected to follow direction.
- Management retains authority.

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Coaches: Returns

- Better teamwork.
- Improved department performance.
- Accomplish key goals.

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Coaches: Characteristics

- Empathy
- Integrity
- Detachment

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Coaching & Diversity

- Background
- Experience
- Challenges
- Motivation

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Coaches & Mentors: Real Life

- Never stop learning and improving.
- Coaches for specific areas.
- Mentoring for long-term, life-long support.



Questions?

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About The Berkshire Company

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The Berkshire Company has helped more than 50 organizations improve their operations with:

- Process Evaluations & Improvements
- Strategy Development
- Project Management
- Outsource vs. Insource
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