



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



Overview

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

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About The Berkshire Company

An independent management consulting firm, The Berkshire Company specializes in improving your business process, including analyzing your operation, developing and selecting solutions, and providing project management.

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

- Process Evaluations & Improvements
- Strategy Development
- Project Management
- Outsource vs. Insource
- Mail Center Security
- New Technology

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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.

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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, even life-long support.

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Questions?

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