

# Coaching and Mentoring *Female* Youth Leaders

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# Business Coaching

Extending traditional training methods to include focusing on:

1) an \_\_\_\_\_ and \_\_\_\_\_,

2) \_\_\_\_\_ and

3) \_\_\_\_\_ and \_\_\_\_\_ feedback

on performance (www.businessdictionary.com)

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# Business Coaching

## Benefits

- Individual or group may \_\_\_\_\_ their performance or skill set
- \_\_\_\_\_ from people internally and externally
- Receive \_\_\_\_\_ from subject matter experts
- \_\_\_\_\_ and \_\_\_\_\_ will sharpen the individual
- \_\_\_\_\_ learning cycle



# A Coach is...

An instructor

An assessor

A demonstrator

An advisor

A motivator

One who \_\_\_\_\_ to your full potential

A \_\_\_\_\_ of learning environments

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# Tips for Coaching Females

1. \_\_\_\_\_
2. Increase \_\_\_\_\_
3. \_\_\_\_\_ and \_\_\_\_\_  
\_\_\_\_\_
4. \_\_\_\_\_ current skills
5. \_\_\_\_\_ action
6. \_\_\_\_\_ from the \_\_\_\_\_
7. \_\_\_\_\_ together

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# Sample Coaching Questions

- *What \_\_\_\_\_ ?*
- *How would you have \_\_\_\_\_ that differently?  
(Hind sight being 20/20)*
- *\_\_\_\_\_ ? (reflection-based)*
- *What \_\_\_\_\_ could you have utilized more effectively in this situation?*

*Goal: Cause her to reflect on \_\_\_\_\_  
(what was \_\_\_\_\_ produced, not just what was hoped for)*

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# Mentoring defined

- \_\_\_\_\_ women ‘*touring*’ your life
- Individual may not know what they need
- The \_\_\_\_\_ the \_\_\_\_\_  
\_\_\_\_\_
- Generally a \_\_\_\_\_ relationship
- People take you under their wing and \_\_\_\_\_ with you

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# Benefits of Mentoring

- Protected relationship based on \_\_\_\_\_  
\_\_\_\_\_ and \_\_\_\_\_
- \_\_\_\_\_ belief in oneself and self confidence
- Allows mentee to explore \_\_\_\_\_ \_\_\_\_\_
- Mentee becomes \_\_\_\_\_
- Happens over \_\_\_\_\_



# A Mentor is a...

Wise and trusted \_\_\_\_\_ and guide

\_\_\_\_\_ along the side

\_\_\_\_\_ of knowledge in another

Listener

Accomplished and \_\_\_\_\_

Teacher

Provider of \_\_\_\_\_

\_\_\_\_\_ on the growth and development  
of the mentee

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# When Mentoring Females

- Be \_\_\_\_\_ - time is a necessary ingredient to a successful mentoring relationship. Being fully present is non-negotiable.
- Be \_\_\_\_\_ - mentors are not problem solvers but problem processors.

# When Mentoring Females

- Be \_\_\_\_\_ - know what you will impart
- Be \_\_\_\_\_ - go after mentoring opportunities
- Be \_\_\_\_\_ - motivate mentee towards steady progress

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# Sample Mentoring Questions

Ask \_\_\_\_\_ questions not expecting them to have the answers upfront.

- *How can \_\_\_\_\_ achieve your goals?*  
Presumes mentee has clearly stated goals.
- *Where do you feel you need \_\_\_\_\_?*  
Gets at areas individual may lack confidence.
- *What areas of \_\_\_\_\_ would you like to increase?* Outlines specific training goals.

# Women Lead **Differently**

- Tend to prefer a \_\_\_\_\_
- More \_\_\_\_\_
- Ask more questions \_\_\_\_\_  
\_\_\_\_\_ the what and the why
- Express \_\_\_\_\_ and \_\_\_\_\_

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# Coaching and Mentoring

- Be mindful of \_\_\_\_\_
- Consist of \_\_\_\_\_ leadership not \_\_\_\_\_ leadership
- Both facilitate the \_\_\_\_\_ of the individual in making real, lasting change ([www.new.coachingnetwork.org.uk](http://www.new.coachingnetwork.org.uk))

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# Development Plan:

- Agree upon a \_\_\_\_\_ development plan
- Set clear \_\_\_\_\_
- Create a \_\_\_\_\_ for growth areas

Must be done \_\_\_\_\_ the individual  
and not \_\_\_\_\_ the individual

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# Suggested growth areas:

Administration

Speaking

Relational skills

Leadership & Management

Vision Casting

Family development

Soul care/formation

Character development

Conflict skills

Academic development

Vocation (if volunteer or part time)

Emotional health

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# Resources:

- Leadership by Coaching - Tony Stoltzfus
- The Making of a Leader - Robert Clinton
- Global Leadership Network
- The Men Who Mentor Women - HBR article
- Beyond the Curse - Aida Spencer

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