

LEADER AS COACH: 4 Distinctions

ADVISING:

Advisors help diagnose the problem and suggest where to go for help to fix it.

CONSULTING:

Consultants diagnose the needs and offer their own solutions based on their specialized expertise to 'fix' the problem; solutions that they often implement for the client as well.

COACHING:

Coaches use a process to assist clients to generate their own solutions and then hold them accountable for following through. Get clear on what they want, why they want it and how they are going to get it. (Coaching is a behaviour that is fostered within the LEADS framework.)

MENTORING:

A mentor is an expert who provides wisdom and guidance based on his or her own experience. Mentoring may include advising, counseling and coaching.