



When Mentoring Meets Coaching: Shifting the Stance in Education

By Kate Sharpe and Jeanie Nishimura

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A must-read for aspiring and new mentor-coaches

Mentoring is often viewed as an effective approach to minimize the isolation that leaders experience, whether they are new to a position or dealing with new initiatives. Similarly, coaching is seen as an effective means to help people build personal and organizational capacity.

What if a formal mentoring program was enhanced by the introduction of professional coaching skills? Authors Kate Sharpe and Jeanie Nishimura have done precisely that. The authors begin this resource with an overview of mentoring and coaching fields of practice and how they can be combined to create a powerful approach. The authors' mentor-coaching model guides readers on how to build capacity in others.

Features and Benefits

From the Field provides mentor-coaching experiences from populations as diverse as K to 12 teachers and school leads, principals, university professors, practising mentor-coaches, and business and arts professionals.

From the Author contains personal reflections on and experiences in the development and direction of the field of mentor-coaching.

Reflection questions throughout the book ask readers to consider their own skills, experience, and goals related to developing the mindset, presence, and stance of a mentor-coach.

Spotlights profile notable organizations and individuals involved in the mentor-coaching field.

Exercise sections provide readers with practical questions and activities to apply mentor-coaching skills.

Mentor-Coaching in Action illustrates aspects of the mentor-coaching relationship with corresponding mentor-coaching queries, probes, and strategies.

Scenarios provide excerpts from mentor-coaching conversations, as well as suggestions for scaffolding and supporting the mentee.

Dig Deeper margin notes tell readers where they can find more and/or in-depth information in the book and other sources about the topic at hand.

Kate Sharpe, M.Ed., Certified Professional Coach, ACPC.

Kate Sharpe is an educator, programming consultant, and certified professional coach. At the heart of Kate's programming and facilitation is coaching, allowing her to draw on its pedagogy and powerful tools to build capacity in students, teachers, administrators, and system leaders. Kate, together with Jeanie Nishimura, designed, created, and is co-leading a national program, The Mentor-Coaching Institute, in partnership with Education Leadership Canada (ELC) and Pearson Canada, to support teachers and school and system leaders in the areas of leadership, coaching, and mentoring.

Jeanie Nishimura, M.Ed., PCC, CPCC

Jeanie is an experienced educator and certified professional leadership coach who draws on her background in the arts, curriculum design, adult education, and coaching to foster learning and growth in individuals and groups. Since 2007, Jeanie has collaborated with Kate Sharpe in offering programming that invites educators in all sectors to embrace the skills of mentor-coaching as a framework for building capacity. Jeanie is a founding member of the coaching faculty at Adler Canada.



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The Mentor-Coaching Institute



This unique 4-day institute brings mentoring and coaching together as powerful allies to support a robust process for leading and learning in relationships. Participants acquire and practise the skills inherent in mentoring and coaching relationships, putting their learning into action, and developing a mentor-coaching mindset. Since its inception in 2007, this initiative has provided participants—administrators, supervisory officers, teachers, directors of education, board employees—with an enhanced skill set that supports capacity building in a variety of educational contexts.

Over 4000 participants since its inception.

Over the course of the 4-day institute you will

- Develop an understanding of the mentor-coaching model and basic coaching skills, principles, and tools.
- Support mentee learning and growth through the use of impactful questions, effective listening, and meaningful feedback.
- Develop an understanding of the arc of a structured coaching conversation.
- Expand skills and capacities with a variety of experiential activities
- Engage in coach practice: demonstration coaching, peer coaching with guided observation, and reflection.
- Explore real-world applications through case studies and role-playing scenarios.
- Set intentions for key areas of learning and leadership development for leaders/mentor-coaches and mentees.

“The training, mentoring, and facilitating have all been an incredible professional growth experience—the most powerful that I have experienced in my 34-plus year career!”

Institute Participant

Digital Badges

Participants will be eligible to receive a Digital Badge to reflect completion of The Mentor-Coaching Institute. This easy-to-use digital badge can be used to display your qualifications on social media sites, networking sites, and in email.

All participants will receive:

- When Mentoring Meets Coaching: Shifting the Stance in Education
- course study book (includes access to digital support materials, including videos, podcasts and additional working tools)
- Laminated mentor-coaching conversation guide

“A key benefit of the program for mentors was the coaching training and embedded practice, using new listening and questioning skills in conversations with mentees. All mentors shifted from traditional mentor and ‘problem solver’ to coach and guide, using active listening and thought-provoking questions. The framework permitted the mentors to make the paradigm shift from experienced expert to co-learner with ease.”

Joanne Robinson,
OPC Register,
Volume 13 #2,
Summer 2011

	The Mentor-Coaching Institute Sessions
Session 1 Two Days	Introduction to fundamental coaching principles, models, and skills
Session 2 One Day	Enhance mentoring and coaching skills in co-creating the mentor-coaching relationship, connect to strengths, and navigate the mentor-coaching conversation
Session 3 One Day	Examine mentoring and coaching skills in exploring energy management, offer feedback, conduct courageous conversations, and set intentions.

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