Effective Strategies in Mentoring, Coaching and Consulting with other Professionals

CIS Conference training May 15, 2014; 2:15-3:45

As a result of this training participants will:
- Increase their awareness of mentoring, coaching, consultation terms/definitions, and how these frame their work in CIS
- Identify their own level of skills and knowledge in providing individualized support to adults using mentor, coaching or consultation and possible next steps in their development of these skills

Presenters:
Brenda Schramm: Vermont Birth to Three
Nancy Sugarman: Northern Lights Career Development Center

Workshop Content:
- Introduction to each other, to mentoring, coaching and consulting, and to MATCH
- A story, related questions and reflection
- What are your skills and knowledge in being a mentor, coach or consultant?
- What next?
Definitions

*Technical Assistance*: the provision of targeted and customized support by a professional with subject matter and adult learning knowledge and skills to develop or strengthen processes, knowledge application or implementation of services by recipients.

*Mentoring*: a relationship-based process between colleagues in similar professional roles, with a more-experienced individual with adult learning knowledge and skills, the mentor, providing guidance and an example to the less-experienced protégé or mentee. Mentoring is intended to increase an individual’s personal or professional capacity, resulting in greater professional effectiveness.

*Coaching*: a relationship-based process led by an expert with specialized and adult learning knowledge and skills, who often services in a different professional role than the recipient(s). Coaching is designed to build capacity for specific professional dispositions, skills and behaviors and is focused on goal-setting and achievement for an individual or group.

*Consultation*: a collaborative, problem-solving process between an external consultant with specific expertise and adult learning knowledge and skills with an individual or group from one program or organization. Consultation facilitates the assessment and resolution of an issue-specific concern – a program-/organizational, staff- or child-/family-related issue – or addresses a specific topic.

* from NAEYC: Advancing the Early Childhood Profession: Standards and Guidelines for Professional Development; NAEYC, NACCRA, and Early Childhood Teacher Educators: Early Childhood Education Professional Development: Training, Technical Assistance, and Adult Education Glossary NAEYC 2012

M.A.T.C.H.  Mentoring, Advising, Teaching, Coaching, Consulting, Helping Vermont’s term for the specific, customized activities that professionals provide for early childhood and afterschool programs and professionals, in order to enhance the quality of services to children and families in Vermont.

- a set of competencies
- a professional
- a registry
- a type of service
- a network that is part of the professional development system