

## CASE STUDY

### MENTORING AND EXECUTIVE COACHING

Mentoring and coaching are complementary tools. One Degree has successfully coached senior staff and work groups on shorter term, concrete problems where performance, in relation to a specific situation can be observed and modified. Longer term mentoring is focussed on individual development for application in a current job as well as for the future. One Degree has worked with executives in diverse sectors using a tailored coaching approach and mentoring; depending on personnel, timelines and desired outcomes.

Executive coaching is a process where a clearly defined skill or process is focussed upon, its where an individual or small group needs to improve their performance. For example: giving better speeches, delegating responsibilities, effective communications with staff and managers. One Degree has made a difference in the effective performance of senior staff in all these areas, among others.

Mentoring is a longer process that needs some planning. Time is required for a relationship to be established between the mentor and mentee and for reflection and analysis to become an everyday tool for personal and professional development.

One Degree has helped a local government Director win their first CEO role by significantly improving the candidate's presentation and message delivering skills. Coaching helped the Principal of an accounting practice by improving their management skills and accountability processes. The firm enjoyed improved productivity (profitability) and office morale.

One Degree has successfully mentored a senior manager who was new to a large non government organisation. The person went on to challenge and support colleagues in a way that has led to better service delivery to clients in need. One Degree's mentoring significantly boosted the effectiveness of an innovation and intellectual property director in a multinational engineering company. The executive has greater confidence, which has enabled her to communicate more effectively with her manager in North America while building profitable links with Australian engineering teams.

One Degree can assist clients in choosing the most appropriate development tool to achieve the outcomes required.