



BOY SCOUTS OF AMERICA®
ORDER OF THE ARROW

LA430 - Coaching and Mentoring, A Primer

On-line Training

Definitions

- Coach - someone who develops skills and capabilities in another person.
- Mentor - an individual that becomes a trusted guide and counselor of someone less experienced



SCOUTING'S NATIONAL HONOR SOCIETY

Responsibilities

- Listen
- Communicate
- Lead



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Coaching

- Coaching is-
 - Skill Development
 - Continuous
 - A Formal Relationship
 - Enables Youth/Team Progress
 - May Evolve to Mentoring with Individuals



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Mentoring

- A Mentor is-
 - Focus on Individual
 - Guide
 - Counselor
 - Friend
 - Teacher



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What Coaches Do

- Provide task direction and vision
- Provide skill instruction
- Build team and individual capabilities
- Provide Resources
- Facilitate external relationships for individuals and teams
- Transfer responsibility for success to the team.
- Support the growth and progress of the individual.



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What Mentors Do

- Advise, Support and Guide
- Instill:
 - Attitudes
 - Social Intelligence
 - Scouting Values
- Provide Trusted Counsel



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Four Steps

- Friendship
- Supporting
- Teaching
- Challenging



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Key Differences

	Coaching	Mentoring
Goals	To Correct	To Support
Initiative	The Coach	The Mentee
Focus	Immediate Situation	Long Term
Roles	Heavy on Telling	Heavy on listening



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Conclusion

- OA Emphasis on Leadership Development
- Youth Led
- Use Both Coaching & Mentoring
- DYLC



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