



EXECUTIVE COACHING AND MENTORSHIP

TMHRA 2023



INTRODUCTIONS & PERSONAL EXPERIENCE WITH TOPIC

- Lauren Safranek
- Randy Cantrell
 - Lisa Norris

COACHING VS. MENTORSHIP

- **Coach:**

- Does not have internal working knowledge of the organization
- Helps you achieve your highest performance and ideal outcome.
- GOAL: Helps you figure it out (they don't figure it out for you).

- **Mentor**

- Working knowledge of role or organization
- Knows the personalities, tools, methods, resources or dynamics
- Goal: help you become an "A" player in YOUR organization

A GREAT EXECUTIVE COACH:

IS NOT

- punitive nor for poor performers
- intended to fix a disciplinary issue
- A snitch to the top

• IS

- A perk/investment
- A support unit
- Intended to develop/grow future leaders
- Confidential. No dog in the hunt.
- Good listener
- Honest - They aren't your momma.
- Adaptive



OUR STORIES
&
YOUR QUESTIONS

IMPACT?

- Energized think-tank with Coach led to:
 - Grow Great Podcast – <https://bulanetwork.com>
 - Leadership Recipe
 - Walk the Talk videos



MENTORSHIP

- Voluntarily chosen by an individual or assigned by the organization
- Individual or group
- Formal, informal or combo
- Goal – develop leaders at lower levels
- Bench Strength
- Typically low cost or free

CHOOSING A MENTOR/COACH

- Focus on the person being served.
- Personality and strengths.
- Ability **TO** coach/mentor well.
- Best coach invests in the client; knows what they need.
 - Their success is our success and our success is their success.
- Does not “tell” them how – leads the client to their own decision.
- You can’t see the answer, until you can!

- EXAMPLES

BENEFITS/IMPACT

- Elevates performance
- For the good of the person and the organization
- Provides inherent value and loyalty
- Develops your leadership pipeline at lower levels
- Get busy - teaching people how to lead well or not. You cannot afford NOT to invest in them.
- Compounding effect. More time and attention - exponentially impacts the entire organization.



WHAT'S NEXT –
GROUP
MENTORSHIP FOR
HR

REACH OUT!

- Lauren Safranek, City of Frisco, Lsafranek@friscotexas.gov
- Randy Cantrell, Executive Coach, BulaNetwork, LLC, randy@randycantrell.com
- Lisa Norris, City of Grand Prairie, Lnorris@gptx.org