



KATE RAMSAY AND THE A#D COACHES WELCOME YOU TO VALUE ADDING # 63 - OUR STAYING IN TOUCH NEWSLETTER. In **Learning Moments** in this the Spring/Summer edition we explore the difference between coaching and mentoring. In **Did You Know?** we share a story by the Navajo Indians and I make a public confession. **A Good Read** is an essay about time by Hugh Mackay and we close, once again, with a quote from the Dalai Lama.

Learning Moments

Kate writes: Have you noticed how the terms coaching and mentoring have become blurred? I have a colleague whose PhD thesis is on the topic of what he calls mentoring, yet the process he was describing is what I call leadership coaching. So I guess it's a matter of how each of us wants to use these terms.

Here's how I differentiate the terms mentor and leadership coach:

In my definition, a mentor acts as a wise elder who possibly works in the same organisation or in the same field as their 'mentee'. (I hate that word but you know what I mean.) The mentor/mentee relationship is an informal one in which the mentor shows their mentee the ropes, opens doors for them and keeps them informed about what's really going on in their place of work and/or industry. When appropriate, a mentor also offers well considered advice, eg "I wouldn't take that course of action if I were you because".

Conversely, in my definition, the leadership coach/client relationship is a professional one in which the coach is external to the client's organization. The role of the leadership coach is as an enabler of their client's learning: they act as a catalyst to their client's self-discovery by listening well and asking good open-ended questions. A coach can offer options and suggest what they and others have done in a similar situation. They can also share tools and models to help contribute to their client's self-awareness and insight. However a

leadership coach never gives advice.

In my professional life I coach my Leadership Coaching clients and mentor some others in my network in a volunteer capacity. I also receive regular support from my leadership coach, and seek wise counsel from a number of mentors, depending on the issue I'm dealing with at any given time.

How about you? Have you got a coach and relevant mentors in your life to support you?

Did You Know?

i A Navajo Indian story

A grandfather said to his grandson:

"Sometimes I have the feeling that there's a battle raging within me like a fight between two wolves. One wolf is evil: he is the wolf of anger and envy, concern, allegation, of greed and arrogance, of self-pity, of guilt, of rejection, of inferiority and superiority, of the fear of failure and the fear of what others say and of the fear of running in the moccasins of another because by so doing I would see with their eyes and feel with their heart and learn the way they view reality. Instead this wolf lets me stick to my hollow excuses.

"The other wolf is good: he is the wolf of joy, peace, love and hope, serenity, humility and kindness, compassion for those who have helped me, even though their efforts were not always perfect, the willingness to forgive myself and others, knowing that I have my destiny in my own hands."

The grandson thought a while then asked:
"Tell me, grandfather, which of the two wolves will win in the end?"
The wise old man replied:
"The wolf I decide to feed."

ii Kate's confession

In my AnD story in the last newsletter I wrote about Facebook's Mark Zuckerberg studying both computer science and psychology. In this piece I boldly stated:

"I am not on Facebook nor do I intend to be."

Since then the members of a women in management group I convene in Melbourne have decided they want to become a Facebook group, which has meant I have needed to join Facebook. This, dear reader, confirms for me the validity of the saying "never say never"!

A Good Read

Kate writes: In an essay in the Sydney Morning Herald (SMH) News Review section on September 1-2, Hugh Mackay asks us to challenge our thinking if we hear ourselves saying we are "time poor".

Mackay acknowledges there are people for whom time poverty is all too real; for example parents with young children, full-time carers and those on low incomes with high housing costs who need to work long hours to make ends meet.

However he challenges the rest of us, especially those who are in the category of being 'cash rich and time poor', that there are just as many minutes in an hour as there always were, and that it is our choice about how we use them. Mackay:

For as long as we are here, time is the one and only thing we are all given in identical daily allowances. Male and female, young and old, educated and uneducated, rich and poor, urban and rural, busy and idle.

And:

People who are well off and choose to work longer hours – either for the buzz or to boost already high incomes – or have simply embraced busyness as a

way of life are certainly not qualified to make this complaint. Yet it is they who are most likely to cry "time poor".

Mackay devotes a full column to the internet:
The internet never sleeps. ... The information whirlpool sucks us in, then spins us out into a vast sea of data. ... We spend so much time gazing at our screens ... we're scarcely conscious of the massive trade-off between the ways we used to spend our time ... and the things we now choose to do.

Mackay cites a syndrome new to me: FOMO (fear of missing out) which means some of us dare not turn off our smart phone in case we miss something. And the trap of eating 'fast food' on the run also gets a mention: take away food is usually less healthy than the 'slow food' we cook for ourselves at home, and when we eat quickly we tend to eat more, that can in turn cause us to gain weight.

Mackay proposes that given we have a choice about how we use our time, it is important to allocate regular "down time" or "time out" in order to reflect, to interpret and to make some sense of 'it' all.

Mackay's article has led me to surmise that perhaps some of AnD's clients use their coaching sessions as some regular time to pause and reflect in order to make better sense of their world.

Unfortunately Mackay's essay is not available on the SMH website. If you'd like a copy I'd be happy to scan and email it to you.

AnD a quote to close:

This quote, once again from his holiness the Dalai Lama, could help us ponder how we might allocate our time more wisely and in so doing, feed our 'good wolf':

*This is my simple religion.
There is no need for temples; no need for complicated philosophy.
Our own brain, our own heart is our temple; the philosophy is kindness.*