

Mentoring and Coaching: Lessons from Failures... and Tools & Tips for Success

Statistics rate Mentoring and Coaching as the most effective people-development approaches. Indeed, developing a Mentoring Culture costs very little and can offer great benefits.

During a highly interactive workshop, organised by our HR Committee, our three speakers, **Mr Jean-François Cousin, 1-2 Win Executive Coaching**, an executive coach serving well-known multinationals, **Mr Leonard Lee, Barclays Capital**, a 14-year corporate regional HR and **Mrs Muriel Pierra, Project Manager at Gemalto**, identified the main pitfalls and conditions required for success.



Through real case studies, they gave our attendees a practical list of "Do's and Don'ts" and explained how a successful coaching creates powerful shifts in managers' behaviours and helps them take their career to the next level. Yet several factors can ruin the process, they reviewed them, and described the key success-factors for setting-up and nurturing an effective Mentoring Culture, such as presenting the coaching as a privilege, or defining clear objectives and progress-indicators.

This very interactive Breakfast Talk ended with a Q&A session where our attendees had the opportunity to get practical advice from HR specialists. **F**