

## Coaching and Mentoring for Elected Members

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### Purpose

Coaching and Mentoring is part of a wider provision, to support Elected Members to effectively fulfil their roles in order to achieve the best for the people of Gwynedd.

This support is available for all members and it will be tailored to reflect individual needs (e.g. specific roles such as Cabinet Members, Chairs, members of specific Committees etc.).

### Coaching and Mentoring

These two techniques are recognised world-wide as extremely valuable and effective development methods for supporting the development of individuals in all fields.

They are methods that are based on a one-to-one professional relationship which enables individuals to reflect on experiences and consider options for implementation. The sessions follow a clear structure and create a space for individuals to openly discuss issues in a confidential and safe environment. The individual decides on the focus of the sessions and the number required to be held.

Very simply, **Coaching** supports individuals to **identify solutions on their own** whilst **Mentoring** includes an element of **guidance from someone who's experienced** in the field.

The Coaching provision will use a combination of qualified internal and external Coaches. The Mentoring support will be provided internally from experienced Members who have been trained to mentor others.

COACHING	MENTORING
<p><b>What is 1:1 Coaching?</b></p> <p>A professional relationship between two people.</p> <p>Coaches are qualified to a professional level. The Coach supports the Coachee (the person who wants to be coached) to consider what needs to be achieved, and to reach their own solutions. It is also an opportunity to reflect on experiences, create clarity and develop confidence.</p> <p><b>How this will happen (roughly)</b></p> <ul style="list-style-type: none"> <li>• Discuss the development needs in order to identify whether coaching is appropriate</li> <li>• Individual to apply for coaching</li> <li>• Pair with a Coach</li> <li>• Hold the initial meeting</li> <li>• Agree on what your focus will be, and the frequency of sessions</li> <li>• Hold the sessions</li> <li>• Reflection</li> </ul>	<p><b>What is Mentoring?</b></p> <p>A professional relationship between two people.</p> <p>Mentors are qualified to a professional level. The Mentor is experienced in a specific field and the Mentoree (the person who wants to be mentored) wants to develop in this field. The Mentor will use his/her experience to enable the Mentoree to develop himself/herself.</p> <p><b>How this will happen (roughly)</b></p> <ul style="list-style-type: none"> <li>• Identify suitable Mentors within political groups or within expertise (e.g. a specific committee such as Planning)</li> <li>• Develop these individuals as Mentors (Training from Bangor University)</li> <li>• Identify members who want a mentor                             <ul style="list-style-type: none"> <li>○ New members</li> <li>○ Members in a new role</li> <li>○ Members to be developed for the future</li> </ul> </li> <li>• Pair a Mentor with a Mentoree</li> <li>• Hold an initial meeting to discuss development needs and agree on the focus</li> <li>• Hold the sessions</li> <li>• Reflection</li> </ul>