



LOS ANGELES REGIONAL



Fighting Hunger. Giving Hope.

All Agencies Conference 2025

Coaching & Mentoring

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What organization are you here representing today? What makes you proud to be part of your organization, and how does it impact your work experience?



The Past

- **My paycheck**
- **My satisfaction**
- **My boss**
- **My job**
- **My weakness**
- **Annual employee survey**





The Present

- **My purpose**
- **My development**
- **My coach**
- **My life**
- **My strengths**
- **Continuous feedback**



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Coaching and Mentoring Essentials





The Importance of Coaching & Mentoring

A natural progression after performance evaluations and self-reflection.

Effective leadership involves more than delegating and making decisions.

Coaching and mentoring foster growth and long-term success within your organization.



What is coaching?

A short-term, goal-focused process to improve skills and performance.

Examples:

- Helping a new hire adapt to their role by providing specific guidance on SOPs
- Helping a team member to improve their time management skills
- Supporting someone in learning a new software tool
- Teaching a team member or team a new process or work flow



How to coach employees effectively

- Set Clear Goals
- Build Trust and Rapport
- Listen Actively
- Ask Open-Ended Questions
- Provide Constructive Feedback
- Encourage Self-Assessment
- Develop an Action Plan
- Offer Support and Resources
- Monitor Progress
- Follow Up



What is mentoring?

A long-term, relationship-based process that provides career guidance, professional development, and wisdom-sharing to help individuals navigate their career paths.

Examples:

- Guiding a high-potential employee in leadership development.
- Helping an employee transition into a new role or industry.
- Advising someone on networking and career planning.



Key Differences Between Coaching & Mentoring

Coaching

- Short-term, goal-oriented
- Focused on specific skill or outcome
- Structured approach with clear objectives
- Often involves actionable feedback and techniques
- Led by an expert or manager

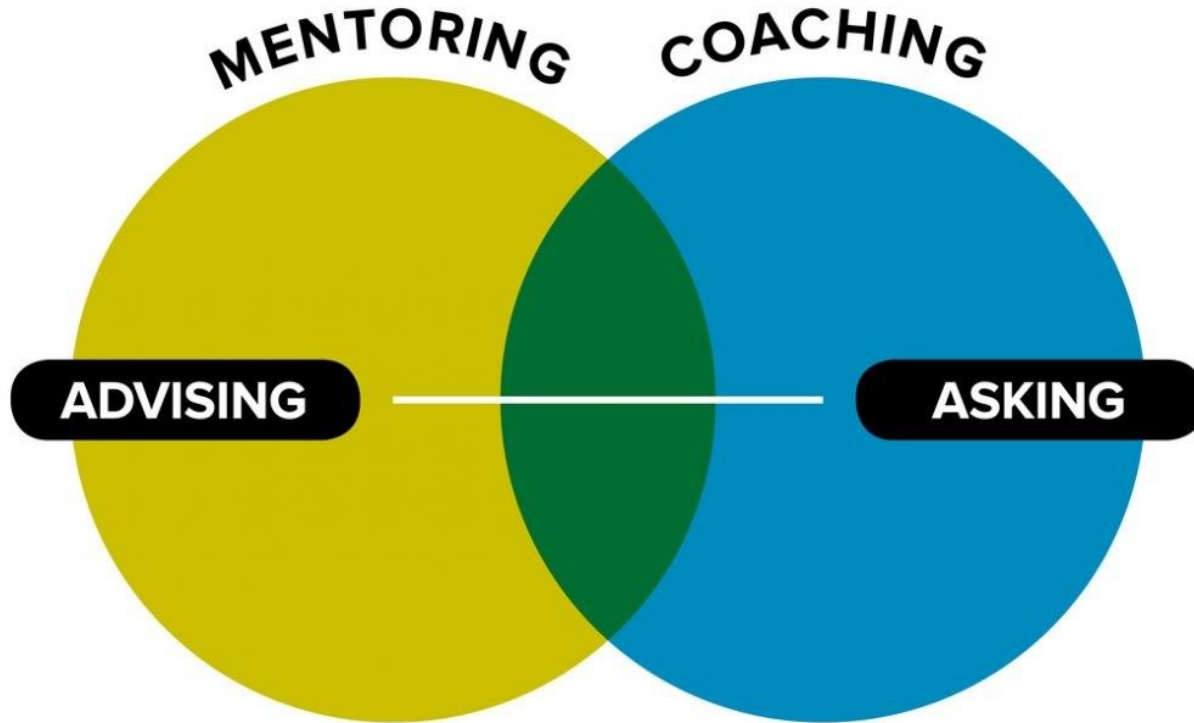
Mentoring

- Long-term, ongoing relationship
- Focused on career and professional trajectories
- May involve sharing industry knowledge and insights
- More informal and based on the mentor's experience
- Led by an experienced mentor, not always a colleague

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How to coach staff in your everyday work

- Coach frequently and address issues as they arise: informal and formal
- Be present & approachable: create opportunities for conversations
- Asked open-ended questions to gain insights
- Provide timely and critical feedback: areas for improvement
- Recognize and reinforce strengths
- Encourage growth - encourage staff to develop new skills and be accountable

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E-A-S-E Method

Establish

Ask

State

Enact

Partner Discussions Discussion Agreement

Discussion is focused on leadership development rather than specific situations or individuals. To maintain confidentiality and respect for your staff, avoid sharing names or exact details. Our goal is to learn, grow, and strengthen our leadership skills together.



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Agenda & Instructions

- **Pair Up – Find a peer, preferably from a different organization.**
- **Engage in discussion with partner, using questions as a guide.**
- **Collective Insights Conversation – Share key insights and takeaways with the group.**



Partner Discussion 15-20 minutes

- How often do you collaborate with colleagues or peers in a structured setting? / How often do you meet with your team and also individually?
- When engaging in one-on-one discussions with colleagues, what key topics or challenges do you typically address?/What are some topics or items that you go over during a 1:1 with your team member?
- In what situations do you find yourself offering guidance, support, or coaching to others? (e.g., assisting with new processes, sharing best practices, navigating workplace challenges, reinforcing policies, compliance issues, new responsibilities or workflows etc.)



Partner Discussion

- What is your coaching style?
- What approach do you prefer when receiving or giving critical feedback and coaching?
- What strategies have you experienced or used with your team that make coaching effective?
- Ask your partner ANY question about their experiences with coaching or receiving feedback.



Group Reflection & Discussion

- What key takeaways did you gain from your partner discussions?
- Did anything surprise you or shift your perspective on coaching and feedback?
- How can you apply what you've learned in your day-to-day interactions?



Tools and resources that LARFB uses

- Objectives and Key Results (OKRs)
- Individual Development Plans
- 1:1s
- Learning Managements Systems (e.g., LinkedIn Learning, Khan Academy, Coursera, etc.)
- Leadership Compliance Training series
- Leadership Development Program
- Learning Allowance
- Webinars, Seminars, Industry/Professional organizations
- Conferences
- Committee participation - Toastmasters
- Guest Speakers

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Thank you!