

A quick guide to COACHING AND MENTORING

for New Zealand Vegetable growers



Coaching and mentoring can both follow a simple process to support more junior staff in their development. A useful tool for this is the the GROW Model. GROW is easy to remember as it stands for Goal, Reality, Options, and Way Forward. It helps coaches and mentors work through with their coachee / mentee a logical process and the right questions to ask at each stage. Think of it like planning a journey:

1. first, help your coachee/mentee decide where they want to go (the goal),
2. second, help them explore where they are now (your current reality),
3. then, explore different ways to get to the goal together (the options),
4. finally, make sure they're committed and ready to handle any obstacles along the way (the way forward)

While the process can be the same for both coaching and mentoring, coaching will take a more short-term and enabling approach. Mentoring, on the other hand, will take a longer-term, career-focused approach with more support given by the mentor.

