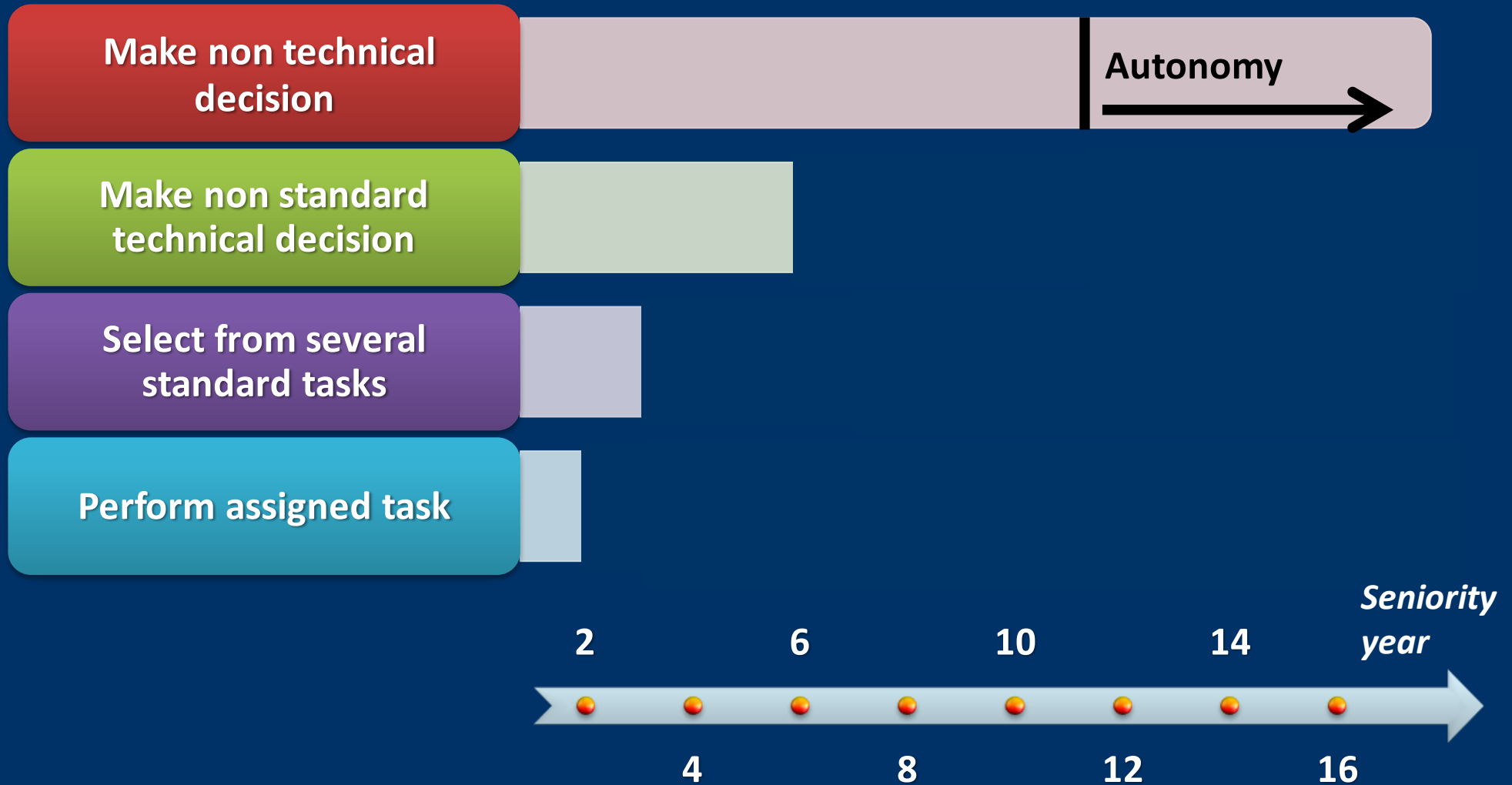


I Mentor, ... I Coach, **Therefore I am**

(A Twist from Rene Descartes' *Cogito Ergo Sum*)

Ahmad Yuniarto

How?... Accelerate People's Development!



After SBC HR Benchmark

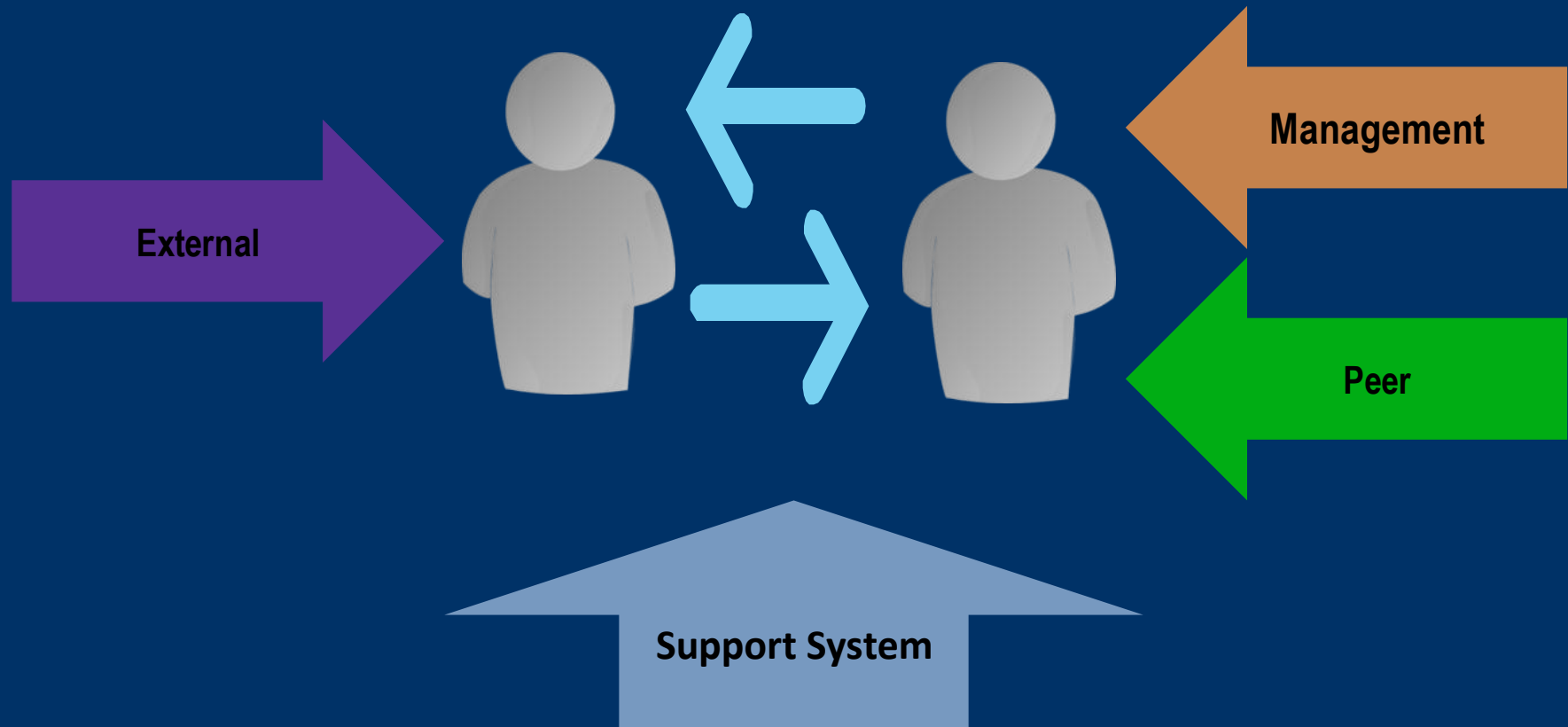
Which Aims Towards Excellence ...



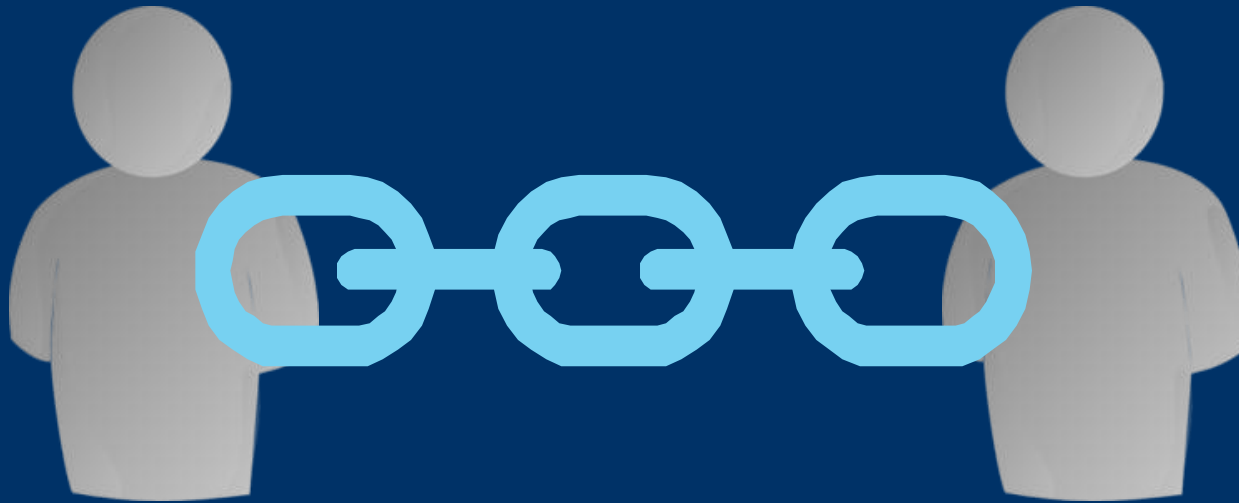
With Mentoring and Coaching as Key Element ...



Landscape of Coaching in Organization ...



While Mentoring is ...



- More personal and informal
- Long term relationship yet unstructured
- Covering wide range of personal and development concerns

Need wealth of experience, knowledge, wisdom and passion to be a quality Mentor

In Summary ...

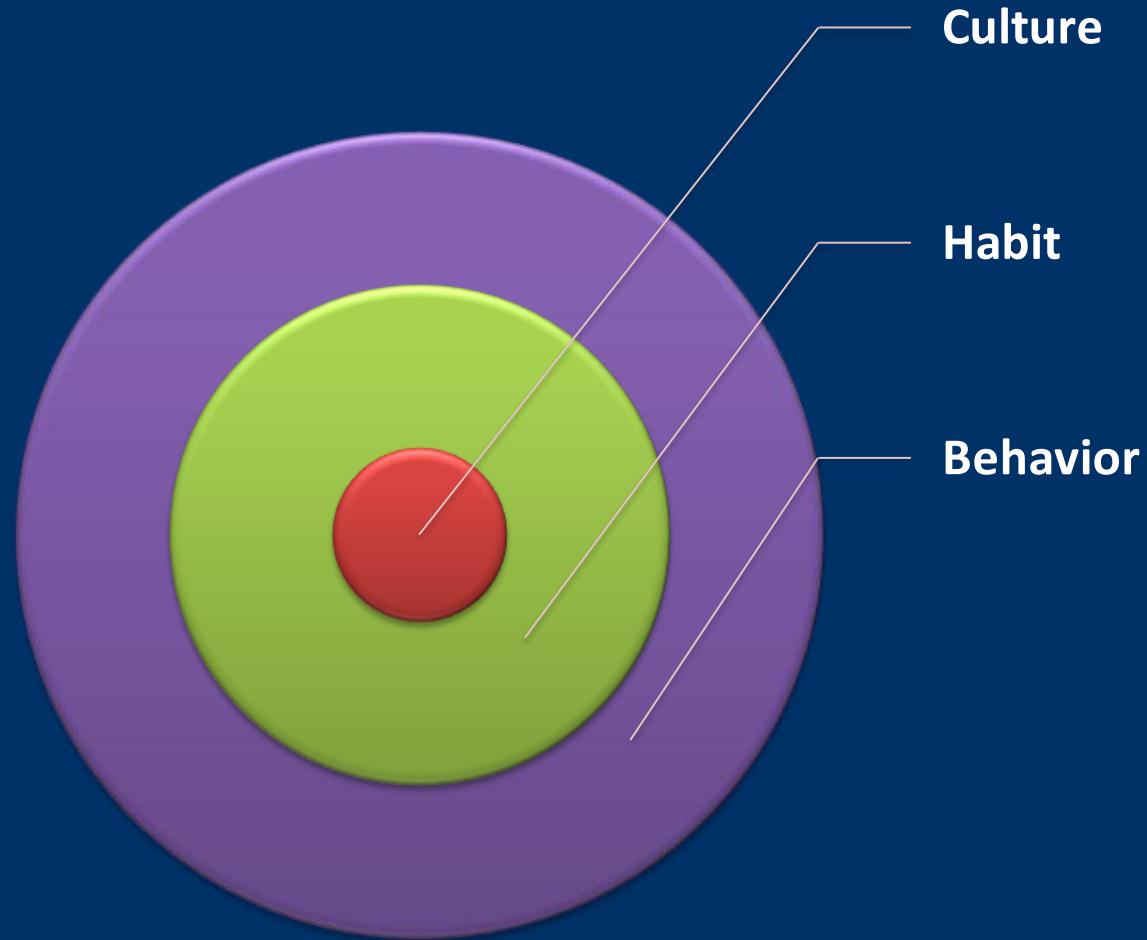
Mentoring

- Impart experiences/wisdom
- Long term
- Relationship based
- General and Informal
- Shaping and developing
- Personal
- Not everyone can be a Mentor

Coaching

- Feedback on performance
- Shorter term
- Task based
- Specific and Structured
- Building skills/competency
- Professional
- Everyone can be a Coach

Building Coaching Culture ... But, What is Culture?

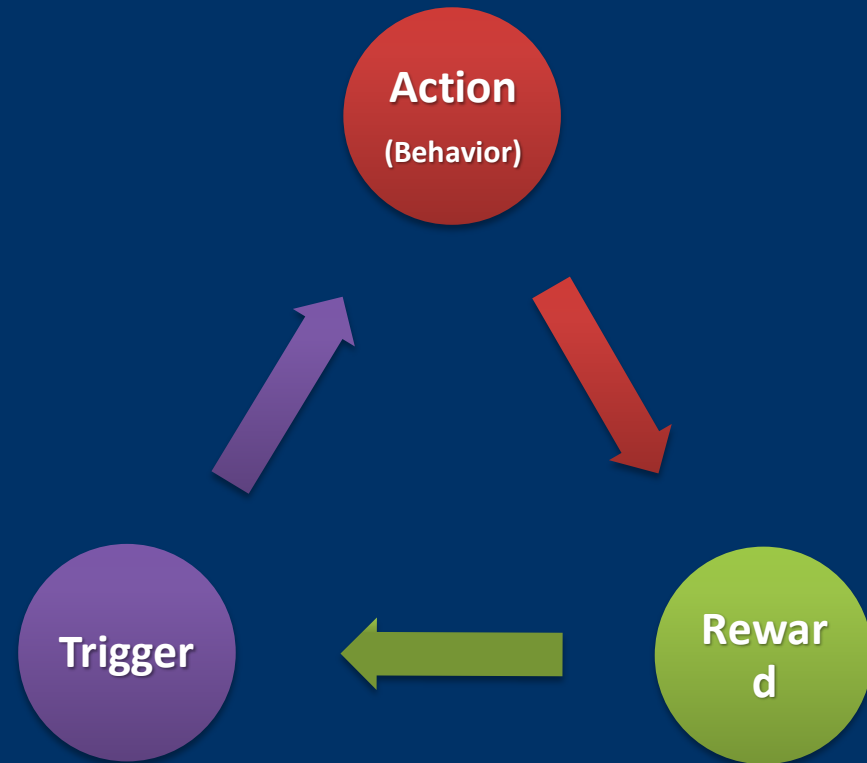


Critical Success Factors for Coaching Culture

- **Company's belief on people's** creativity, energy and expertise as foundation to build it's success
- **Passionate leadership and commitment** from Leader at every level
- Established **learning environment**
- **Formal, standardized, targeted** coaching programs **for all**
- **Support system** with IT as enabler
- **Embedded** in day to day business activity – not a stand alone coaching event – making it as a **HABIT**
- **Measure and celebrate** execution

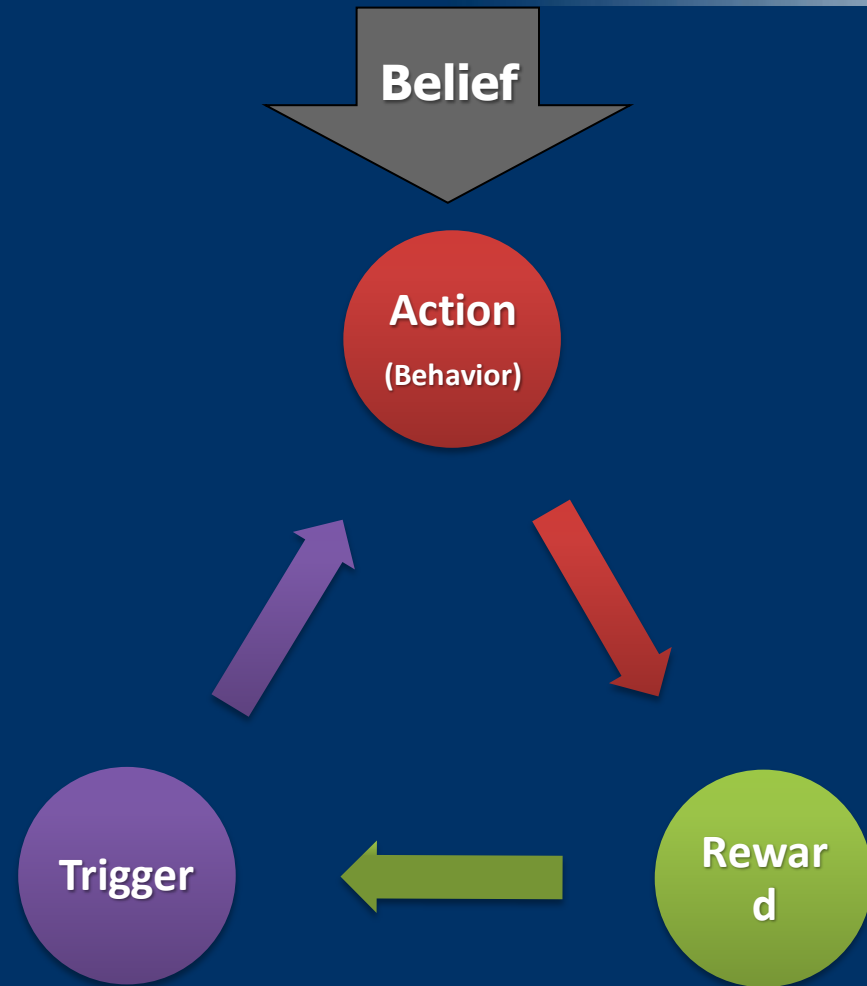
Forming a Habit... How?

- Identify simple **Trigger**
- Define **Reward** clearly
- Focus on executing defined **Action** (Behavior) following certain Trigger
- Repeat/practice the cycle to make **unconscious choice** of the defined Action, every time seeing Trigger

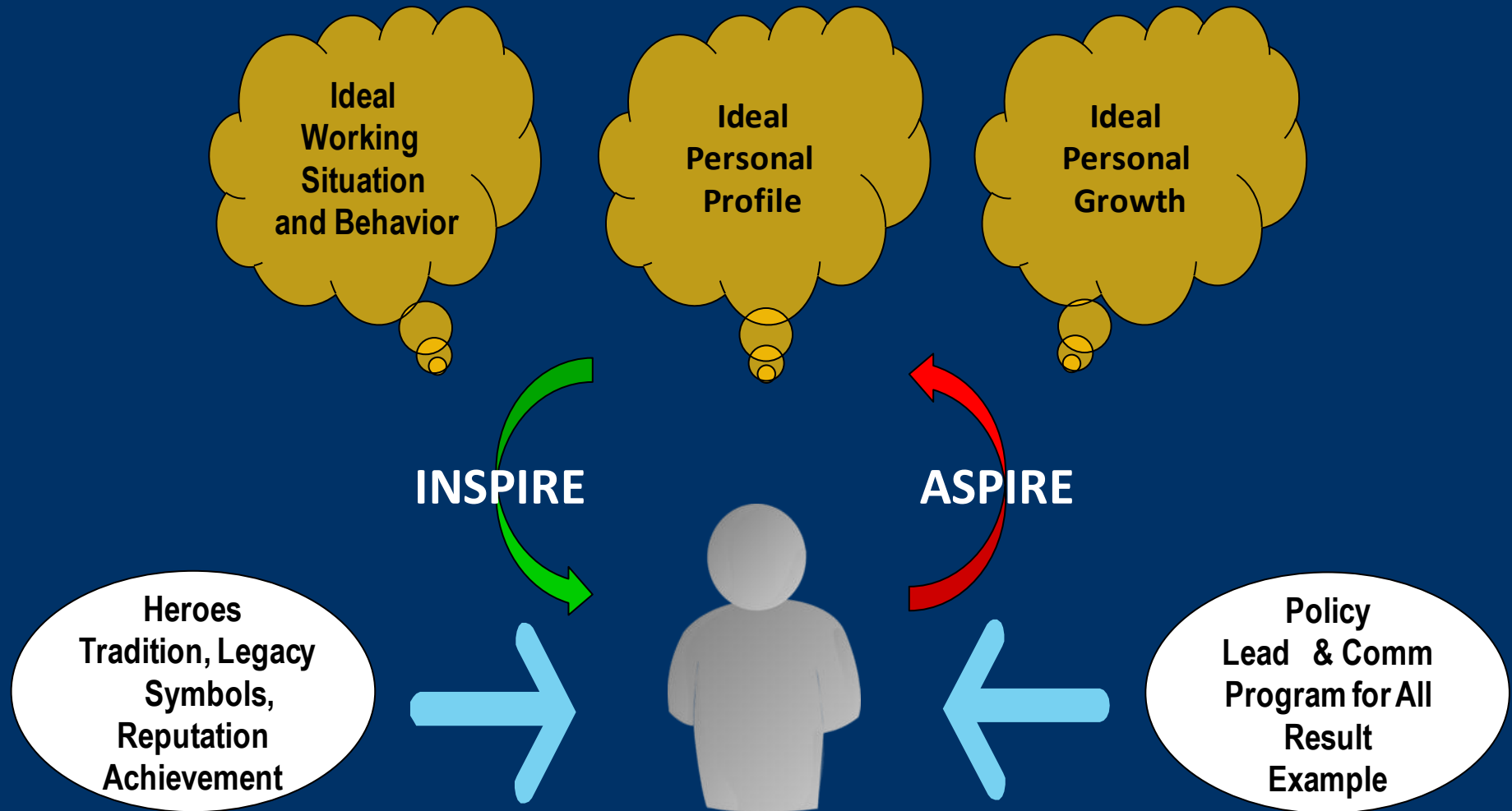


What Makes Habit Last?

- Personal **Belief** on Action influences **determination** to keep repeating the Action at any situation
- Celebrate **Small/Quick Wins** to reinforce Belief



Model of Development – Start Early ...



Closing Comments

Company's belief in PEOPLE is the cornerstone for successful personal development program

Coaching and Mentoring are complementary, and key elements in personal development

Strong, passionate leadership and commitment is mandatory for effective Mentoring and Coaching

Make Mentoring and Coaching a HABIT for all, then it will grow into the CULTURE of company