

SAIS Fundamentals Conference


April 16-18, 2023 | Charleston, SC

Sponsorship, Mentorship, and Coaching


Dr. Glyn Cowlshaw and Derrick Willard

A photograph of four men standing in a line on a grassy field, likely a sports field. They are wearing dark blue and red athletic jackets. The man on the far left is wearing a dark blue cap and sunglasses. The man next to him is wearing a white visor and sunglasses. The background shows a fence and trees under a clear sky.

Sponsorship, Mentorship, and Coaching

The logo for Providence Day School, featuring a stylized building with a clock tower inside a shield-like border.

Dr. Glyn Cowlshaw
Head of School
Providence Day School

The logo for Augusta Preparatory Day School, featuring the letters 'APDS' inside a shield-like border.

Derrick Willard
Head of School
Augusta Preparatory
Day School



Who are these guys?



Dr. Glyn Cowlshaw
Mentor (2013-2019)
Head of School
Providence Day School



Derrick Willard
Mentee (2013-2019)
Asst. Head of School for
Academic Affairs
Providence Day School



AGENDA

- **BLUF**
- **Plans for Headship Versus Reality...**
- **Reading the Room**
- **The Default Role & 3 Other Roles:**
 - **Manager**
 - **Mentor**
 - **Coach**
 - **Sponsor**
- **Q & A (along the way is OK) and Quiz (at the end)**



MINDY KALING
ANGELA KINSEY
PAUL LIEBERSTEIN

HEADSHIP



"We'll have to pick this up later. My plane just went down, sharks ate my personal assistant, and apparently I'm winning some kind of surfing competition."



Paul Scheer ✓

@paulscheer



My Fall Plans.

The Delta Variant



12:49 AM · Aug 13, 2021



♡ 904

boredpanda.com

The Default (manager) and Definitions of the 3 Other Roles:

**A coach talks to you, a
mentor talks with you, and a
sponsor talks about you**

(roles may overlap)



COACH



MENTOR



SPONSOR

<p>A coach provides guidance for your development, often focused on soft skills (e.g., active listening) rather than technical skills.</p>	<p>A mentor informally or formally helps you navigate your career, providing guidance for career choices and decisions.</p>	<p>A sponsor is a senior leader or other person who uses strong influence to help you obtain high-visibility assignments, promotions, or jobs.</p>
<p>Who Drives the Relationship? You and your coach are responsible for driving the relationship—you can reach out to your coach when you need help, but your coach can also reach out to you.</p>	<p>Who Drives the Relationship? You drive the relationship. Your mentor is reactive and responsive to your needs.</p>	<p>Who Drives the Relationship? The sponsor drives the relationship, advocating for you in many settings, including behind closed doors.</p>
<p>Actions Provide development feedback outside the formal performance evaluation process.</p>	<p>Actions Help you determine possible career paths to meet specific career goals.</p>	<p>Actions Advocate for your advancement and champion your work and potential with other senior leaders.</p>

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Who Drives the Relationship?

You and your coach are responsible for driving the relationship—you can reach out to your coach when you need help, but your coach can also reach out to you.

Actions

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MENTOR

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SPONSOR

A sponsor is a senior leader or other person who uses strong influence to help you obtain high-visibility assignments, promotions, or jobs.

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Simon Sinek

“A mentor is not someone who walks ahead of us to show us how they did it.

A mentor walks alongside us to show us what we can do.”



Mentor

“ A mentor should be prepared to **support and guide** the mentee through their professional journey. At the outset, the mentor needs get to know their mentee by taking a **genuine interest in them as a person.**

Mentoring requires trust and respect. Mentors should be prepared to share - to be candid and frank about your own mistakes as well as the victories. ”

“First, understand why you want to mentor someone. Have you identified potential for growth and how you can help realize that potential?

Get to know the individual and ask questions to ensure their goals and interests align with what you envision for them. Start by sharing feedback on what you've observed and how you can help. Allow the relationship to grow organically. They will come back to you as they grow and develop.”

Mentee




“I always tell people to seek advice on a specific topic. A general ‘How do I get to your position?’ is hard to answer and is not best to ensure that the conversation for the mentee and/or the mentor is actionable.”

“Mentees can best engage with their mentor by taking the initiative to calendar regular time to speak (either on the phone or via Zoom or in-person) that is mindful of the mentor’s schedule and availability - e.g., a coffee date every two months or a phone chat once a month. For these meetings, the mentee will receive the most reward when the mentee comes prepared with targeted questions as well as updates to share with the mentor.”

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Based on catalyst.org guidance

@addyosmani



Coach

“Rod (Chamberlain) offers that a coach is “a skilled facilitator, who helps a client identify key issues and through drawing out ideas and exploring options, supports the client in creating practical actions to address these issues.” *Instead of giving instruction and direction through advice, the coach tries to help the client through a process of self-discovery.* Coaches learn their questioning skills through a credentialing process such as **the International Coaching Federation** and *focus on the client.*

Given a Head of School has to prioritize the needs of the institution over the needs of the individual, it is harder for a head to be a coach to a current employee. ”

EMPOWERING THE WORLD THROUGH

COACHING.

After 25 years, the **International Coaching Federation (ICF)** has evolved to become the hub for all things coaching. We're more than a membership organization for trained professional coaches – we're bringing together, in one place, several key aspects of the growing industry. Discover the ICF ecosystem of six family organizations, created to better serve you on your journey to empower the world through coaching.

The ICF Ecosystem Explained

<https://coachingfederation.org/>

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Sponsor

“According to Dr. Kim Villeneuve, founder and CEO of Centerstone Executive Search and Consulting, a sponsor is “a leader who is a highly regarded influencer operating in circles that exceed your own.” *By virtue of a sponsor’s position in a larger network, they can shape others’ opinion of you.*

The next time you are on LinkedIn, take a look at who is giving a recommendation for someone and consider whether it is a peer or a power player in an area of expertise. Aspiring leaders also need **sponsors to “talk them up”** to others to help them climb the career ladder, particularly for positions outside their current organization.



GRADARIUS
FIRMUS
VICTORIA

BELIEVE



WE ARE RICHMOND

O'BRIEN

1



Whakapapa

Whakapapa defines our jobs to be done as school people...as school leaders...as alarmly simple...

“Creating the optimal environment for their people to thrive in. To look after people. To create a sense of belonging.”

'Amazing' DAN CARTER
'A must-read' STUART LANCASTER
'Powerful' JAMES KERR

Owen Eastwood



Belonging

Unlock Your Potential
with the Ancient Code
of Togetherness

THE INTERNATIONAL NO.1 BESTSELLER

Quiz Time!



Poll Everywhere

THANK YOU!

Sponsorship, Mentorship, Coaching

Glyn Cowlshaw & Derrick Willard

Session Evaluation

*Scan the QR code or go to
www.sais.org/23FCcw
to complete the session evaluation.*

