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In case of the organization have implemented this theory for motivation of their staff and management persons, then they will have to develop different coaching and mentoring activities at different levels in their organization, because one coaching in mentoring activity will worth a lot for a person who is looking for the fulfillment of his basic needs while the other may have no interest while they are in search of the satisfaction of the needs of their ego.

The theories and concepts of coaching and mentoring

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"Mentoring involves primarily listening with empathy, sharing experience (usually mutually), professional friendship, developing insight through reflection, being a sounding board, encouraging" ~ David Clutterbuck . Coaching and Mentoring - The Differences and Similarities

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Designing and managing coaching and mentoring programmes is a key part of the L&D specialist knowledge area of our Profession Map. The aims of providing workplace coaching and mentoring programmes include:: Assisting performance management. Preparing and

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Drawing on extensive research and the authors' own experiences as coaches and mentors, the book offers a critical perspective on the theory and practice of coaching and mentoring. The Third Edition is split into four parts and has been updated to include the contemporary debates, issues and influences in the field.

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Coaching is an enabling and helping process whereas mentoring is fundamentally a supportive one. Mentors must act objectively when discussing situations with their mentees and allowing the mentees to explore their own idea to achieve a solution is imperative. In this section, the methods and theories of mentoring will be investigated.

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