

# Role of the Coach Mentor

## Transcript

## Appearing

In order of appearance:

1. MAJ David Stephens
2. MAJGEN Roger Powell (Ret)

Recorded: 2024

Location: ADFA

## Transcript details

MAJ David Stephens Roger, as you are aware, we've introduced a new framework where we have coach mentors who are allocated to a group of coaches, in order to be able to support those coaches, as they're providing coaching services to the training officers at ADFA. What would your advice be to, our coaches who have that sort of coach mentor to them, how can coaches make the most of those coach mentors?

MAJGEN Roger Powell (Ret) I think the key thing, Dave, in answering that question is that the coaches need to see a value in engaging with the mentors. And so I think it's a two way street. there's absolutely no doubt that if they were to reach out, and have a collaborative dialog about their experience, there'd be mutual benefit for both the mentor and the coaches in having those conversations, because it just enriches the experience. And everyone's on a different, subtly different journey. and they come with different skill sets and different experiences from past coaching journeys, particularly in their role in the chain of command, but also, you know, in opportunities where they've been able to help someone else in whatever guise that might be. So I think the key thing is to encourage our coaches to reach out to the mentors, and it's got to be encouragement. but one thing that does spring to mind, just in posing that question to me, I think that what we've done in the past, we we've had, a virtual hookup, where you get a series of coaches with their mentor and that we if we program it into the year because everybody's so busy at the moment, given the disruption that is going on, my sense is that that we probably need to be a little bit more proactive, as much on the mentoring side as on the coaching side. That's probably the way I respond to that question.

MAJ David Stephens Yeah. Thanks, Roger, and all of our coach mentors are like yourself experience coaches with lots of practice, and knowledge. So yeah, I really encourage any of the coaches that have any questions. Maybe they're having a difficult conversation with a trainee officer, or maybe they're not quite sure how to finish up a coaching session, or perhaps they're... even as simple a thing as their coaching counterpart is getting



back to them and they, you know, need to reach in. So, there there's a whole range of different reasons why I'd encourage our coaches to reach out to the coach mentors. and, yeah. So it's a resource there to be used.

MAJGEN Roger Powell (Ret) Sure. I think that there's absolutely no doubt that those mentors that we've selected will experience just about everything that a coach in their first opportunity to do formal coaching, will be confronted with. There's certainly a rich vein of experience that could be tapped into and a coach can find the time to do so.

MAJ David Stephens Yeah, absolutely. Thanks, Roger.

