

# Coaching at SCo

## Coaching at Syensqo

### INTRODUCTION

Coaching is a development process for individuals, teams and organizations, that seeks to unlock people's potential for personal and professional growth and transformation in order to achieve a higher level of performance.

#### Is Coaching the same as Mentoring?

**No.** Coaching is led by an experienced coach who focuses on the future goals and actions of the coachee. Mentoring is typically provided by an expert in a specific topic. See the comparison below for further illustration.

**Mentoring** is a relationship where a Mentor shares their knowledge, skills, and experience in some field with a Mentee in order to support their development. It is a good way of efficiently transferring valuable competencies from one person to another, and can motivate individuals and teams to learn and grow, expose them to learning opportunities, and provide support for their learning and growth.

For more information on **Mentoring**, [click here](#).

Coaching	Mentoring
Short-term for a set duration	Long-term, no set duration
Conversation	Advises on what to do
Asks powerful questions	Shares, models, teaches
Partners	Teacher and student
Intuitive feedback	Explicit feedback
Participative	Directive

### COACHING OPTIONS

Syensqo has assembled an **Internal Coaching Community**, made up of skilled Human Resources professionals trained to offer high quality coaching to employees.

Syensqo has also engaged with **EZRA-X** as the provider to deliver Executive Coaching to employees S22 and above and with **MooveOne-CoachHub** as the provider to deliver Executive Coaching to employees S21 and below.

### WHAT ARE PEER COACHING CIRCLES?

Peer Coaching Circles present one of the most effective and accelerated ways to learn through focused discussions with your colleagues on topics of common interest.

Participants share their concrete experiences, challenges, and impressions in order to learn from and support each other.

A key difference between Peer Coaching and Group Mentoring is that, unlike Group Mentoring, Peer Coaching does not require a mentor. Participants can elect a leader or rotate leadership responsibilities.

#### Key elements of effective Peer Coaching include:

- Common development target
- Openness to share your own challenges and learnings
- Willingness to actively listen to the experiences of your colleagues
- Confidentiality
- Flexibility to incorporate learnings into your specific situation

[Click here to view practical guidance for starting a Peer Coaching Circle.](#)

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**Relevant Documents**

- [Global Standard - Executive Coaching](#)