



# “Coaching & Mentoring for Internal Audit”

Philip Atkinson



# Coaching & Mentoring

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- Socratic dialogue
- The process
- Coaching & Mentoring
- Occupational vs. organisational
- Method, structure, skills
- Chemistry



# Coaching & Mentoring

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- method, structure & skills
- GROW
  - Goals
  - Reality
  - Options
  - Withdraw



# The Process

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- Climate
  - Mutual Trust
  - Managing Difficulties
- Structure
  - Opening
  - Concerns & Issues
  - Agreement & Ownership
  - Close and Follow up



# Identity

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- Identity
- Beliefs
- Values
- Attitudes
- Behaviours
- Skills



# Barriers to Coaching

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- Plan
- Send
- Receive
- Understand
- Accept
- Response



# Skills

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- Structure
- Rapport
- POWER questions
- Listening



# Mentoring process

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- Flexible vs. rigid
- Comm.'s – initiate - pilot
- Bank of mentors
- Mentees matching
- Structure outline process
- Questions - notes
- Log





# You as Coach & Mentor

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- Our identity & style
- Personal signature
- Your SWOT
- Learning style



# Summary

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- structure vs. process
- GROW
- mentoring process – initiate – log
- your preferred style
- practise – Q's



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