



Benefits of using an Independent Coach and Mentor at Strive

There is a cost implication attached to using an independent coach and mentor, or consultant/trainer.

One person may be able to offer you all these services if you are a business owner/director or an organisation that wants or needs extra support or development.

But why bother especially when it's going to cost you money and if you have your own people able to offer similar services?

Often overlooked are the hidden costs that arise and the potential impact when support is provided internally or by an existing line manager or internal coach/mentor/trainer.

Consider the benefits and what you might be missing out on if you manage your staff's development needs internally.

Benefits of using external coach & mentor	Impact of continuing to use internal coach & mentor
Main aims and objectives of the organisation will be highlighted to all	Potential for oversight in highlighting to all employees the main aims and objectives of the organisation
Will have no hidden agenda and will use an objective and pragmatic approach	Could potentially be more subjective in their approach; knowing employees' strengths and weaknesses

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No history or 'baggage' from past experiences or knowledge of team dynamics meaning no bias in approach	Potential historic poor relationships or negativity bias towards some staff
Appropriate skills and training	Is your manager trained in coaching and mentoring? If not, their strategies may be inappropriate to circumstances
Approach nurtures independence and interdependence	Power struggles and jealousy may exist within team for intervention to be fully effective
Provides an openness and opportunities for individuals to grow, learn from mistakes and try new things	Potential for lack of creativity to try new approaches. Business/organisation could be stuck in a rut
Expert coaching creates self-awareness and new ways of working	Employees may be less open and feel vulnerable in being open about their perceived weaknesses when working with an internal coach and mentor
Confidentiality and sensitive working with different team members guaranteed	Risk of sensitivities regarding individual weaknesses being leaked or highlighted resulting in negativity and lack of staff motivation
Empowerment for the individual and team - supports self-sufficiency of the organisation as a whole for the future	Empowering of individuals may threaten the power of some individuals within organisation so intervention may not be as effective as it could be
Hidden strengths of an individual will be sought to benefit the organisation as a whole	Strengths and weaknesses of individuals may remain hidden and impact on the growth and effectiveness of the organisation as a whole

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When change within an organisation is required it needs to be managed carefully and sensitively to meet the needs of all involved and avoid unnecessary stress	Do internal staff have change management knowledge & expertise? If not stress in staff may emerge when change needs to be implemented
When change within an organisation is underway a loss of skills and expertise needs to be mitigated – skills and expertise are present in external coach and mentor	Change can threaten positions of authority and be potentially exacerbated by using an internal coach and mentor. A loss of specific skills and responsibilities may arise. Jealousy may develop and fear of job loss amongst employees leading to lack of output/motivation of staff
Once rapport developed in a professional & secure coaching relationship a 'sounding board' for new ideas may be a natural progression	Constructive criticism from an internal coach & mentor (or line manager) is not always so easily or readily accepted

Weigh up and consider the option of using 'Strive' for your coaching and mentoring needs – directors, managers, team leaders or other staff.

Check out [case studies](#) and Blog article ['Coaching and mentoring for small businesses and organisations – need clarity?'](#)

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