**The Art and Science Behind the**

**MentorCoaching Conversation Model for Leadership Development**

Coach the Person; not the Problem



**The Art**

Red, yellow, and blue are the primary colors on the Color Wheel; they can not be made from any other color, but when combined they make every other color in the rainbow possible. As primary colors are essential to the Color Wheel, so are Issues, Options, and Actions components essential to the *Mentorcoach Conversation Model for Leadership Development*. When these three components are fully explored, they make a rainbow of decisions, choices, and behaviors possible.

For the three essential components of the *Model* to operate they must rest in the trusting relationship between the mentorcoach and mentee. While each component is distinct and essential, when blended create a new path forward.

It is the role of the mentorcoach to deeply listen, ask impactful questions, explore choices, employ strengths and available resources, challenge, provide feedback, create plans, and hold the mentee accountable. (Fixing and/or advising are not the role unless legal or career-ending action/non-action by the mentee is known or likely to happen). Rather, it is the mentocoach’s role to build leadership capacity in the mentee to solve complex and often competing educational dilemmas.

MentorCoaches skilled in the use of the *Model* teach the mentee how to uncover solutions that fit the mentee’s unique set of strengths and situation, learning the importance of eventually self-coaching, and perhaps mentorcoaching others – all aimed at creating a school culture built on this way of thinking.

**The Science**

The science of this *Model* lies in the mentorcoach demonstrating deep listening and asking questions in new ways that are founded on the mentee’s unique strengths and purposed to lead in a manner that is authentic, consistent, and with positive intent.

A demonstrable set of skills are part of the *Model*, that with practice and feedback, can become part of the school leader’s ongoing repertoire of growing their own leadership practice and that of those around them.