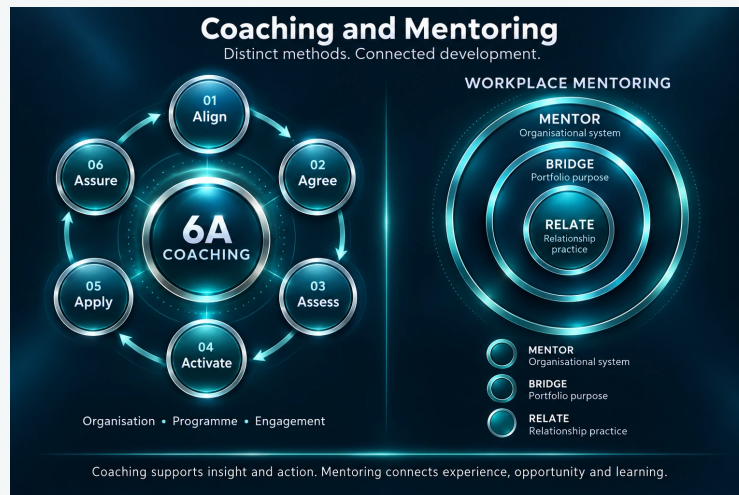


Coaching and Mentoring Framework

TALENT DEVELOPMENT

Developmental relationships work best when purpose, support and workplace application are clear. This framework helps organisations choose coaching or mentoring for an evidenced need and build a programme people can use. It connects participant goals, skilled practice, matching, confidentiality and ongoing oversight with practical opportunities to apply learning.



THE MODEL AT A GLANCE

The approach

The framework connects organisational purpose, programme support and individual relationships. Coaching uses the 6A system; mentoring distinguishes operating governance, portfolio purpose and relationship practice. Agreed boundaries, practitioner capability and workplace experiments support learning, with review evidence informing continuation, adaptation and renewal.

When to use it

- Developmental relationships begin without clear purposes, roles or confidentiality agreements.
- Participants need practical support to apply conversation insights at work.
- Programmes require consistent practitioner selection, matching, access and ongoing oversight.

What the model covers

Coaching's 6A system connects organisational alignment, contracting, assessment, dialogue, workplace application and assurance. Mentoring uses MENTOR to govern the programme, BRIDGE to define its primary purpose and RELATE to guide each relationship. Together, the layers connect strategic intent, fair access, participant support and confidential developmental practice with learning applied at work.

Value for your organisation

- Establishes clear reasons for each programme and developmental relationship.
- Clarifies participant, practitioner and sponsor roles with appropriate confidentiality boundaries.
- Connects learning insights with supported experiments and everyday workplace practice.

Put it into practice

Check an existing relationship's purpose, goals and information-sharing boundaries. Agree a realistic workplace experiment or experience and the support needed. Review learning and relationship quality with appropriate stakeholders while respecting confidential session content and agreed roles.

Outputs you can use

- Purpose-led programme design defining participants, practitioner requirements and support.
- Relationship agreements clarifying goals, roles, confidentiality and review arrangements.
- Workplace application plan with experiments, experiences and proportionate learning evidence.