

A growing number of today's spiritual leaders are pursuing coach training as a way of enhancing the mission and ministry of their own local church. Many are viewing coaching as a tangible way to address their role as "equipper." Ephesians 4:12 highlights the primary role of the spiritual leader as that of "preparing (equipping) God's people for works of service, so that the body of Christ may be built up." Coach training offers practical and proven tools and skills to equip God's people to build up the body of Christ.

One way to incorporate coaching into ministry is by coaching the groups and teams that we work with, instead of taking a more traditional leadership role. We can help these teams gain clarity about what they really, really want, then get out of their way and let them make that happen. What is the result of this coaching approach to leading a team? You get a more effective team whose members are working from their strengths and greatness, rather than from their weaknesses.

## Coaching VS Therapy, Consulting, Mentoring, and Counseling

### COACHING VERSUS THERAPY

Therapy digs into the past to uncover hidden meanings that help us understand both the past and the present whereas coaching builds on the solid, healthy foundation of the person as they are today, with the primary focus to design, create, and support. Unless there is forward progress, or signs that forward progress is coming, it's not really coaching.

### COACHING VERSUS CONSULTING

When considering the distinction between coaching and consulting, ask these two questions:

- Who is the recognized expert?
- Who is responsible for the outcome?

In consulting, the recognized expert is the consultant. Most people work with a consultant because they believe the consultant's expertise will benefit them or their organization. Usually the consultant helps diagnose problems and prescribes a set of solutions. In coaching, the recognized expert is the person or team being coached. The coaching perspective is that coachees are capable of generating their own solutions. The role of the coach is to provide a discovery-based framework that taps further into the expertise of the person being coached. It is being open to not knowing that allows a coach to propel the coachee forward.

As far as who is responsible for the outcome, in consulting, the consultant is responsible for the desired outcome. By following the consultant's advice, the client will achieve their desired outcome. Contrast this with coaching. Coaches seek to empower the one being coached. It is the coachee who is doing the work and is responsible for the outcome; they generate their own plans and take their own actions. The coach is responsible for holding the framework of the coaching process, but not of the outcome.

### COACHING VERSUS MENTORING

Mentoring is a process of guiding another along a path that the mentor has already traveled. The sharing or guidance includes experiences and learning from the mentor's own experience. The underlying premise is that the insight and guidance of the mentor can accelerate the learning curve of the one being mentored. Although in many instances a coach and coachee might share a similar experience, it is not the coach's personal and professional experience that is of greatest value. In the coaching relationship, it is the coachee's experiences that are of most importance.

### COACHING VERSUS COUNSELING

Like therapy, counseling tends to focus more on the past and more on recovering than charting a preferred future. Counseling is more similar to archeology where we dig into the past to gain new insights and perspectives, whereas coaching is more like being an "architect" where we help clients build a bridge to one's preferred future.

