

SCRIPTS – APPLICATIONS OF ICT IN COACHING AND MENTORING

Cover Page – Slide 1

I welcome you all to this exciting session on Applications of ICT in Coaching and Mentoring.

Learning Outcomes – Slide 2

At the end of this session, it is my belief that we would have achieved the following Learning Outcomes:

1. List ICT tools that can be used to facilitate Coaching and Mentoring.
2. Discuss the benefits of a Virtual Learning Environment, and,
3. Explain video conferencing as a tool for Coaching and Mentoring.

Introduction – Slide 3

Coaching and mentoring appear to be indispensable functions of the professional training and growth of employees. This type of training and growth typically places emphasis on specific goals and skills.

However, it may also affect some of the individual's characteristics, such as self-confidence and social communication.

Coaching and mentoring an employee make them more valuable to your organization by developing and enhancing their skills—both professionally and personally.

By being interested in the growth of your staff, you're showing them that you care about their progress. And this can increase their loyalty to you.

Both coaching and mentoring are forms of professional development that center on the utilization of one-on-one conversations as a means of enhancing an individual's capabilities, work performance, or experience.

Recently, the means and methods of coaching and mentoring have been further enhanced by the advancement in information and communication technology. Coaches and Mentors can now interact with their target audience with ease, in comfort and in the fastest possible way.

Information and Communications Technology (ICT) has evolved new ways of doing things ranging from personal domestic activities to commercial and business activities.

In Coaching and Mentoring, Information Communication Technology could be deployed to facilitate teaching and learning processes between the Coach and the Coached, as well as the Mentor and the Mentee.

ICT Solutions for Coaching and Mentoring – Slide 4

With the rapid advance in the development of information and communication technology tools, coaching and mentoring sessions can now be conducted in more effective ways and at cheaper cost, the following are some examples:

- Virtual Learning Environment
- Simulation
- Video Conferencing
- Mobile Technologies
- Intelligent Tutoring System (ITS)

Virtual Learning Environment – Slide 5

A Virtual Learning Environment (VLE) is an integrated distance learning platform that typically incorporates course materials, homework, tests, assessments, and other tools that are external to the classroom experience. VLEs may also include social media tools that allow learners and instructors to interact via chat or online discussion boards.

Virtual learning environments may provide for both synchronous and asynchronous learning programs.

Virtual Learning solutions such as e-learning, webinars, podcast etc can be used to facilitate Coaching and Mentoring sessions

Characteristics of a Virtual Learning Environment – Slide 6

The following are reasons for Characteristics of a Virtual Learning Environment:

- A virtual learning environment is a social space
- The virtual space is explicitly represented
- Participants are not only active, but also actors
- Virtual leaning environments are not restricted to distance
- The virtual environment overlaps with the physical environment

Benefits of a Virtual Learning Environment – Slide 7

- Multiple delivery options
- Lowers Cost
- Increases Productivity
- Just-in-time training
- Administrative control and reporting
- Assessment: It can be a powerful and helpful aid in the learning process
- Engaging and effective

Video Conferencing as a tool Coaching and Mentoring – Slide 8

Video conferencing is an online technology that allows users in different locations to hold face-to-face meetings without having to move to a single location together.

The significant advantage that video conferencing provides is that by utilizing technological means, the participants can be given the flexibility of time, planning, transportation costs, distance, and ease of access. This is an extremely advantageous feature.

On the other hand, any difficulties that may arise, such as technical problems (computer failure, poor connection), the difficulty of developing a relationship of trust without physical presence, issues of privacy and confidentiality, cannot be ignored. These can be some examples of potential difficulties.

Despite its drawbacks, video conferencing has proven to be an effective replacement for in-person coaching and mentoring sessions, which, in some circumstances, were physically impossible to hold. Video conferencing through services like Skype or Zoom provides an opportunity to address some of these issues.

Participants can communicate with the mentor or coach using both audio and video, giving them the opportunity to see them face to face. This facilitates the development of a relationship characterized by increased self-assurance and sense of safety.

Conclusion – Slide 9

Hey, so in the past few minutes, we have been able to look at:

1. ICT Solutions for Coaching and Mentoring
2. Virtual Learning Environment
3. Characteristics of a Virtual Learning Environment,
4. Benefits of a Virtual Learning Environment, and,
5. Video Conferencing as a tool Coaching and Mentoring

As technology advances, it has made it possible for Coaching and Mentoring sessions to be easily conducted with even limited resources and with distance no longer a barrier.

In this way, technology has increased the interactivity between the Coach and Coachee, and also the Mentor and Mentee.

Thank you and Stay Safe. Bye