

Bethel Baptist Association
Peer-Mentoring Network
Some Suggested Outlines for Mentoring Conversations

In *Coaching 101*, Bob Logan outlined “the five R’s of the coaching process,”¹ that is, the five essential things that need to take place in a “coaching” session. These same five elements can provide a helpful framework for any mentoring conversation:

1. **Relate** - Establish coaching relationship and agenda.
2. **Reflect** - Discover and explore key issues.
3. **Refocus** - Determine priorities and action steps.
4. **Resource** - Provide support and encouragement.
5. **Review** - Evaluate, celebrate, and revise plans.²

Another helpful tool for planning a mentoring session is an acrostic proposed by Scott Thomas and Tom Wood in their book, *Gospel Coach*.³ They suggest breaking the session into five phases signified by the letters **CROSS** - **C**onnect, **R**eview, **O**bjectives, **S**trategies, and **S**upplication and **S**pirit. The session would flow like this:

1. **C**onnect (to each other, to the Gospel, and to the Holy Spirit).
2. **R**eview (past sessions and agreements, God’s grace in the mentee’s life, and where the mentee is on the journey toward their agreed-upon objectives).
3. **O**bjective (to help the mentee identify the major objective of the current session).
4. **S**trategies (what the mentee purposes to do in order to achieve the objective - see below for more suggestions on how to approach this part of the conversation).
5. **S**upplication and **S**pirit (the session ends with an open and earnest time of prayer together, seeking the Spirit’s help for all the issues uncovered in the meeting and any others that the mentee may want to share).⁴

Finally, Steve Ogne and Tim Roehl give us a couple of outlines that are particularly focused on the “Strategies” portion of the mentoring session. The first one, popularized by John Whitmore in his book, *Coaching for Performance*, is called **GROW**. It takes a strategic planning approach to guiding mentees, and is built around four key questions:

¹Robert E. Logan and Sherilyn Carlton, *Coaching 101: Discover the Power of Coaching*, (St. Charles, IL: ChurchSmart Resources, 2003), 29.

²Ibid.

³Scott Thomas and Tom Wood, *Gospel Coach: Shepherding Leaders to Glorify God*, (Grand Rapids, MI: Zondervan, 2012).

⁴Ibid., 174-187.

1. What is the **G**oal of your appointment?
2. What is **R**eality in this situation?
3. What are your **O**ptions?
4. What **W**ill you do?⁵

Steve Ogne has developed an alternative, more “spiritual discernment” type of approach, which he calls the “**4D Flow**” process. With this more intuitive and personal approach, mentors guide their mentees to:

1. **D**iscern (where God is working).
2. **D**iscover (how He wants them to participate).
3. **D**evelop (some next steps to join God in what He is doing).
4. **D**epend (on the Lord and on other ministry partners to help them accomplish His will).⁶

Any one of these frameworks can help mentors and mentees to stay on track and get the most out of their sessions together. Mentoring pairs may try one or more of these approaches and see which works best for their unique relationship, or create their own simple guide for mentoring conversations.

⁵Steven Ogne and Tim Roehl, *Transformational Coaching: Empowering Leaders in a Changing Ministry World* (Nashville: Broadman and Holman, 2008), 108-115.

⁶Ibid., 115-118.