



Tool 14-1. Decision Tool for Identifying Ways in Which Leaders Can Serve as Mentors and Teachers

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Based on Chapter 14, “Leaders as Mentors and Teachers: Time-Tested Leadership Development Strategies,” in *The ASTD Leadership Handbook*, edited by Elaine Biech, © 2010 ASTD

Purpose: A decision tool that helps you guide your thinking to identify the best ways in which leaders can serve as mentors and teachers in your organization.

Mentoring

- Individual or one-to-one mentoring
- Group mentoring
- Mentoring circles
- Peer assist
- Mentoring for the masses

Teaching

Leaders can contribute in more than 50 ways as teachers within five general categories:

- identifying learning needs and learning solution design
- live teaching
- teaching through the use of media and technology
- preprogram and postprogram teaching and coaching to drive application and learning impact
- recruiting, training, coaching, and mentoring leader-teachers.