

# Training vs. Coaching

<b>Training</b>	<b>Coaching</b>	<b>Training</b>	<b>Coaching</b>
Group	One on one	You are the process	Part of the process
New person	Experienced person	Set time line	Spontaneous
Procedural	Ad lib	Formal agenda	Flexible agenda
Telling	Asking/Listening	Proactive	Reactive (or proactive)
Policy	Execution of policy	Specific goal	Journey to goal
How to	Why to	Lecturing	Participative
Drawing from someone else's stories	Drawing from your own stories	Adherence/Compliance	Motivation/Commitment
Teaching skills	Refining skills	Learning	Validating
Rookie management	Veteran management	Novice (New learner)	Pro
Done by anybody	Done by manager	Black and white	Gray areas
Standardized	Customized	One-way	Two-way
Procedural	Conceptual	Providing answers	Providing questions
Tiring	Refreshing		