

Why Coaching is More Than a Skill, It's a Mindset

At the heart of transformation lies one truth: **people make the difference.**

Across my career, one pattern has always held true: **sustainable performance only happens when people feel ownership of a shared vision.** That's why coaching matters. It isn't about giving answers. It's about creating the space for others to discover their own.

I've had the privilege of mentoring managers from diverse backgrounds, helping them navigate the *unwritten codes* of executive leadership. Through my work in the past with the french "**Club du XXIe Siècle**", I've supported women and underrepresented professionals in breaking through the double glass ceiling, particularly in consulting and corporate environments. These experiences have reinforced something I deeply believe:

Empathy, listening, and authenticity aren't soft skills, they're leadership essentials.

And yet, many people still use *coaching, mentoring, and even consulting* interchangeably. They're connected, but they serve different purposes:

Coaching helps individuals unlock their own thinking. The coach asks powerful questions, builds awareness, and strengthens accountability. The goal is growth from the inside out.

Mentor(ing) Shares experience, wisdom, and guidance. The mentor says, "I've walked this path: here's what I've learned." It accelerates development through lived insight.

Consulting Provides expertise, solutions, and frameworks. The consultant diagnoses, advises, and recommends. It's about delivering clarity and direction for complex challenges.

Each plays a role. But coaching is the one that transforms not just performance, but people.

Let's keep building cultures where everyone can thrive, contribute, and lead with confidence.