

Coaching and Mentoring: my personal journey in a large corporate environment

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Summary

Often, I find myself reflecting on the journey I started 20 years ago when I joined Schlumberger and the fulfilling and rewarding career I had so far. And I think about all the steps and challenges I found on the way and how coaches and mentors have helped me along the way. Today, I can proudly say that I have now the responsibility to hold the hand of junior employees and accompany them in the journey.

In this short talk, I would like to share with the audience my experience through the years and will highlight the transition from coaching (at the beginning of my career) to mentoring.

I will discuss the importance of companies' commitment to mentoring and coaching and some of the structured programs that can be in place to encourage and support these practices in a corporate environment. And how empowering teams and employees through the process of coaching is vital for a successful experience.

I will reflect on the importance of management support in this journey and in the creation of an environment where team members are groom to success with their own individuality and strengths.

I will conclude the talk with some examples I have experienced personally of good coaching and mentoring practices and not so good one, so the audience will be able to appreciate how different situations could be handled in different ways and that in coaching and mentoring "one size does not fill all".