

Mentoring



OVERALL OBJECTIVE

The Mentoring Session aims to equip participants to successfully establish mentoring relationships and to conduct mentoring conversations so as to ensure optimal value and development assistance with identified development and/or challenge requirements.

OUTCOMES

By the end of this workshop, the participants will:

- Determine the actions for creating an enabling environment for mentoring to effectively take place
- Understand tools and approaches available to assist them in the accelerated development of the Mentee/Protégé to be mentored
- Increase the effectiveness of their own mentoring skills

CONTENT

The Mentoring Context:

- Where the Term Mentor Comes From
- Determine What is Mentorship
- Review My Role Model
- Roles of a Mentor
- What I Can Offer
- What I Choose Not to Offer

The Mentoring Conversation:

- Stage 1 – Analyze
 - Assist the Mentee/Protégé to Isolate the Issues at Stake:
Assess root causes, brainstorm and categorize, problem-solve, develop action plan
- Stage 2 – Interface
 - Create a Climate of Trust
 - Practice Listening and Asking the Right Questions
 - Change “You” into “I” sentences
 - Give and Receive Feedback
- Stage 3 – Evaluate
 - Talk about Performance

Skills Development for Mentors:

- Assess Mentoring Skills

Building the Mentorship Relationship:

- Establish a Mentoring Partner Contract
- Establish a Development Action Plan
- Establish the Mentoring Parameters
- Establish Progress Measurements
- The Relationship in Perspective