Mentor Session

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Introduction
Workshop Agenda

- Objectives of mentoring
- Phases of mentoring
- Mentoring models
- Become a better mentor
- Wrap up and feedback
What is mentoring to UIS?

Mentoring is about building a two-way learning relationship, a culture of growth in order to support and encourage people to manage their own development, and become the person they want to be.
Objectives of Mentoring scheme

- Break down silos
- Leadership potential
- Internal mobility
- Culture of growth
- Accountability

Mentoring scheme
Phases of Mentorship

- Preparing Phase
- Negotiating Phase
- Enabling Phase
- Closing Phase
Phases of Mentorship

- Preparing Phase
- Negotiating Phase
- Enabling Phase
- Closing Phase

The preparing phase is the discovery stage of the mentoring relationship
Setting the Boundaries

Scenarios:

**Time:** 10 mins, group activity

- In your group, write down 2-3 different ways in which you feel the scenario should be handled.
- Select one person within your group to present to the others.
Boundary discussion topics

- Time commitment
- Planning and preparation for meetings
- Sharing of personal information
- Sharing of professional information
- Introductions to contacts or professional network
- Availability
- Preferred methods of contact
- keeping confidentiality
- Accountability
Phases of Mentorship

Preparing Phase

Negotiating Phase

Enabling Phase

Closing Phase

The negotiating phase is the business stage of the mentoring relationship
The ‘GROW’ Mentoring model for setting SMART objectives

1. **Goal**
   - What do you want?
   - Short/long term goals?

2. **Reality**
   - What is the current situation?
   - Challenges, performance strategy

3. **Options**
   - What are the options available?
   - Brainstorming, explore alternatives

4. **Will**
   - What will be done?
   - When, by whom and how?
Demonstrate the GROW Model

**Activity**

**Time:** 15 mins

- Work in pairs (act as mentor/mentee), exchange roles halfway.
- Use the GROW Model to set the objectives and discuss the barriers/obstacles to achieving these objectives and how to remove them.
Phases of Mentorship

Preparing Phase
Negotiating Phase
Enabling Phase
Closing Phase

Work phase of the mentoring relationship, making the relationship an empowering and positive experience.
What do best mentors do?
Five proven ways to become a better mentor

“The delicate balance of mentoring someone, is not creating someone in your image, but giving them the opportunity to create themselves”.
Steven Spielberg, Film Director

“Spoon feeding in the long run teaches us nothing except the shape of the spoon”.
EM Forster, Author

“Mentoring is a brain to pick, an ear to listen and a push in the right direction”.
John C. Crosby, US Congressman

“Mentor: Someone who's hindsight can become your foresight”.
Peter Drucker, Author & Management Consultant

“What I think the mentor gets, is the great satisfaction of helping somebody along, helping somebody take advantage of an opportunity that maybe her or she did not have”.
Clint Eastwood, Film Actor, Director and Producer
The closure phase is the reflection stage of the mentoring relationship
Reflective exercise

Time: 20 min

• Create posters that portray the positive mentoring relationship.
• Develop 2-3 tips or key messages you have taken from the session, on what makes a good mentor.
• Each group should create their own poster and share it with others.
Resources

Books:
The Mentoring Pocketbook by Geoff Alred and Bob Garvey
Practical Guide to Mentoring by David Kay
Everyone Needs a Mentor: Fostering Talent in Your Organisation by David Clutterbuck

Website: https://www.davidclutterbuckpartnership.com/tag/mentoring/

LinkedIn learning:
Why mentoring matters:

Become a good mentee:
https://www.linkedin.com/learning/being-a-good-mentee/characteristics-of-a-successful-mentee?u=2963594

Become a good mentor:

TED talks on mentoring
Karen Russell - Modern mentoring: The good, the bad and the better
Patrick Boland - Failure and the importance of mentors
Kam Phillips - Mentorship will change the world
We welcome your feedback and questions