MENTORING WORKSHOP

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Workshop Agenda

Objectives of mentoring
Phases of mentoring
Mentoring models
Sustaining the mentorship
Q & A
Objectives of Mentoring scheme

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

Vision
- Flexibility
- Transparency
- Consistency
- Accountability
- Agility

Working together for excellence in education, research and operations through Information Services
4 – Phases of Mentorship

Preparing Phase

Negotiating Phase

Enabling Phase

Closing Phase
The preparing phase is the discovery stage of the mentoring relationship
Preparing stage

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
Openness to suggestions or opinions
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?
4 – 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
The closure phase is the reflection stage of the mentoring relationship.
Reflective exercise
Review and feedback

How to sustain going forward?