Supporting Learning and Development through Mentoring

• Mentoring, Training, Coaching, Advising.............
What is the difference between Mentoring and Coaching Exercise

Mentoring and coaching

- Coaching is a method of improving performance by asking powerful questions
- It is usually focussed on particular issues that the person may have or on particular goals they want to achieve
- Mentoring is more than that because it may include coaching but also includes many other ways of supporting another person

What is the difference between Mentoring and Training?

Mentoring and training

- Training is the acquisition of skills, knowledge and attitude
- Training is usually trainer led to meet pre-set learning objectives
- Mentoring is involved in helping someone acquire skills, knowledge and attitude but is client led
What is the difference between Mentoring and Advising?

Mentoring and advising

- An advisor is someone who gives advice on the basis of their own learning, knowledge and experience.
- They ask questions to discover what it is the person wants help with and then tell them what they perceive as the best way to proceed.
- A mentor may give advice and may ask questions to help the client find their own answers.

Mentoring definition exercise

• Write down your definition of mentoring.
Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be.

 Definitions cont.  

› Mentoring is a developmental partnership through which one person shares knowledge, skills, information and perspective to foster the personal and professional growth of someone else. We all have a need for insight that is outside of our normal life and educational experience. The power of mentoring is that it creates a one-of-a-kind opportunity for collaboration, goal achievement and problem-solving.

From University of South Carolina’s College of Mass Communications & Information Studies Alumni Society Mentor Program. http://cmcismentorprogram.wordpress.com Accessed
Two dimensions of helping

- Directive
- Stretching
- Nurturing
- Non-directive


Mentoring definition exercise cont.

- How do these compare with your definition?
- Adjust your definition if that is more helpful for you
- Which definition seems most appropriate for the reason for you learning about mentoring and why?
The Qualities and Skills of a Mentor

Objectives

By the end of this session you will be able:

- Describe the qualities and skills of a mentor
- Assess the implications for the recruitment of mentors
- Evaluate the development requirements of a mentor
Qualities and skills

Knowledge

Personal skills
- Listening
- Motivating
- Influencing
- Fact finding
- Liaising
- Staff development
- Time management
- Counselling

Qualities
- Ability to open doors
- Willingness
- Commitment
- Enthusiasm
- Confidentiality

Experience


Qualities and skills

- Good record in developing people
- Genuine interest in seeing people advance and can relate to their problems
- Wide range of current skills
- Good understanding of the organisation
- Patience and interpersonal skills and ability to work in unstructured programme
- Time to give to mentoring
- Can command respect of client
- Has good network
- Keen to learn

The Qualities and Skills of a Mentor

Ten Mentor Competencies
Mentor development

- What content would you include in a one day development programme to help develop the ten competencies?

References


Figure 1 The key components of effective mentoring relationships (adapted from Eller et al., 2014, p. 817)