

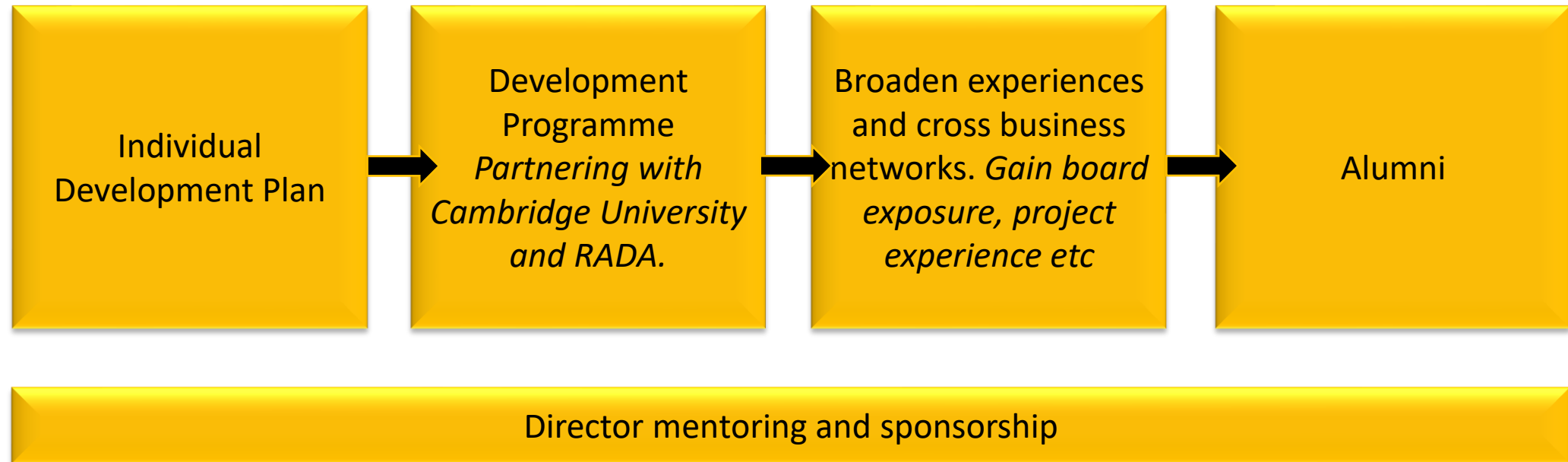


Welcome to.. **Mentoring Masterclass**



WD Women's Leadership Programme

Developing authentic leaders with belief, confidence & resilience





What we will be looking at today...

- + What kind of mentor best reflects you...
- + Delivering powerful mentoring sessions
- + Practical Session
- + Q&A
- + Valuing the value of you – Empowered Mentoring



Mentoring Masterclass

Housekeeping



Definitions

Mentors are guides. They lead us along the journey of our lives. We trust them because they have been there before. They embody our hopes, cast light on the way ahead, interpret arcane signs, warn us of lurking dangers and point out unexpected delights along the way.

L.A. Daloz

Definitions

"Mentoring involves primarily listening with empathy, sharing experience (usually mutually), professional friendship, developing insight through reflection, being a sounding board, encouraging" - David Clutterbuck



What are you bringing to the role
of a mentor



Creating a biography

- **Synopsis on your role and work journey**
- **Key strengths/areas of speciality**
- **A bit about you as a person**
- **What your passions outside of work are**
- **A picture of yourself**
- **No more than 250 words**





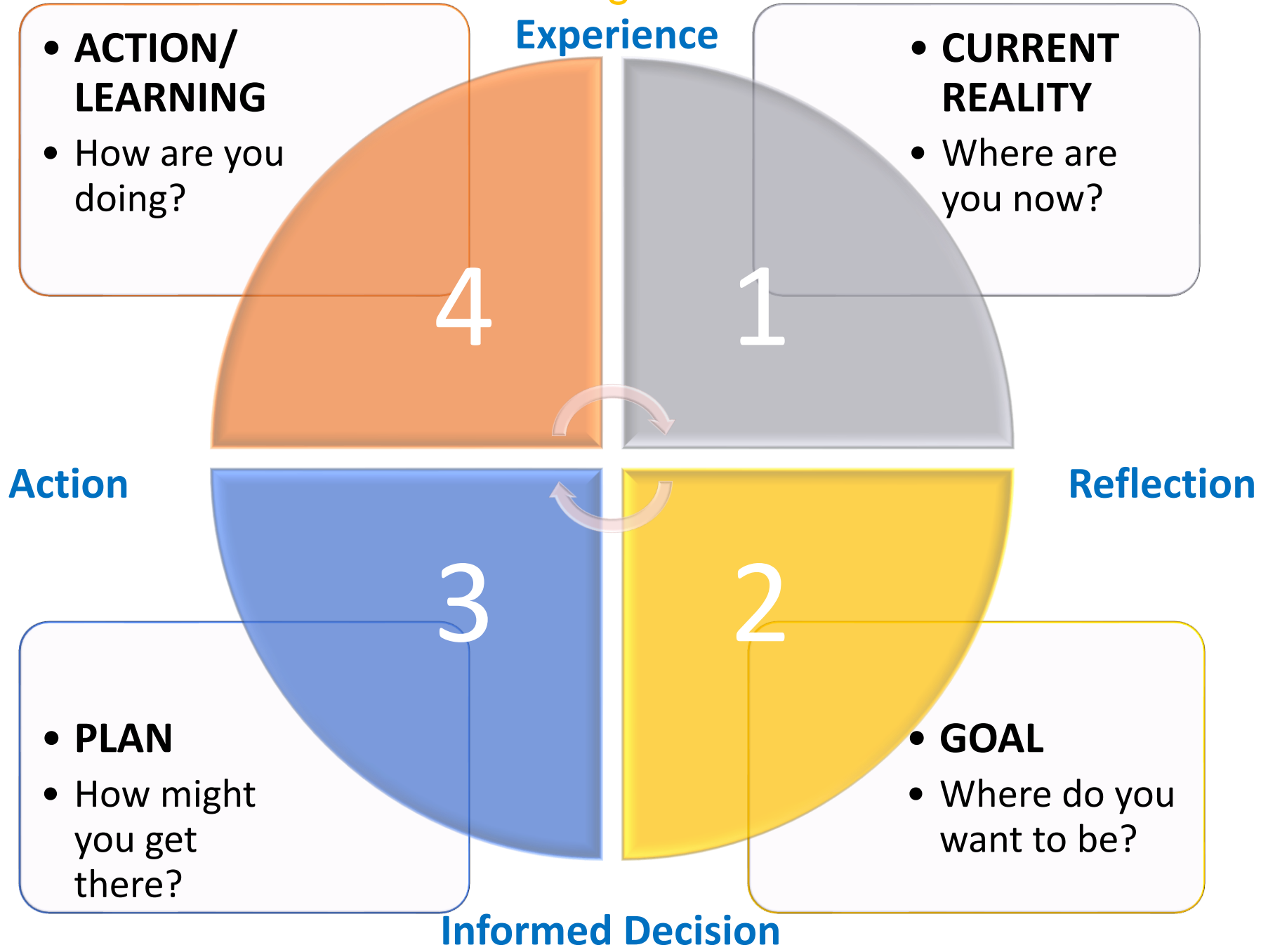
Section Two

How to Deliver a Mentoring Programme that Works

- Mentor Conversation The Overall Mentoring Process
- Mentoring Agreement
- Mentoring practice

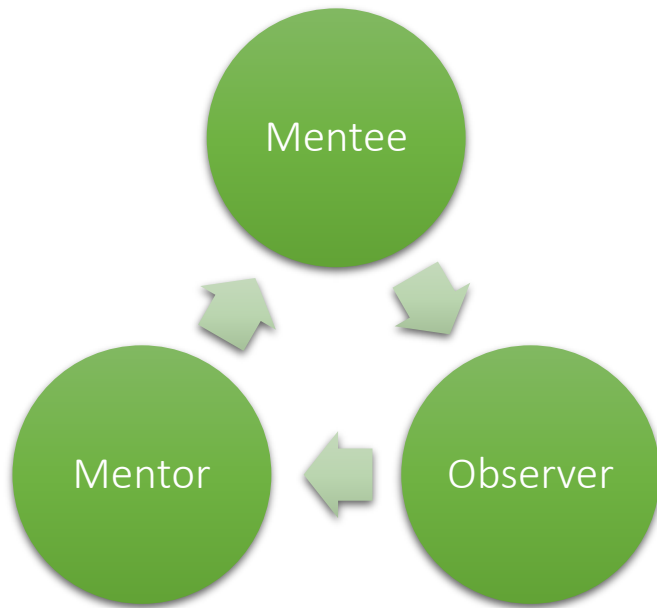


The Mentoring Conversation



Mentoring Conversation

Practice time



Mentor: Prepare to conduct your first meeting with your mentee, looking at aims and objectives and exploring current realities as well as what's they'd like to achieve.

Focus first two parts of the process, and the mentoring agreement.

Mentee: Prepare yourself to be mentored and have an idea of your overall aims and objectives, as well as what you might be bringing to the sessions that the mentor might find useful

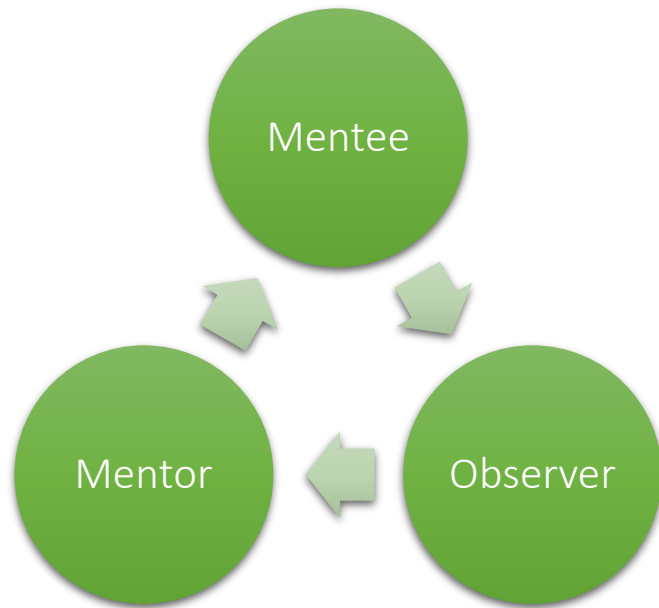
Focus: Mentee prep questions, the mentoring agreement and if time the more detailed parts of the conversation itself.

Remember to download all the documents

PRACTICE
makes
~~PERFECT~~
~~PERMANENT~~



Mentoring Conversation Review



PRACTICE
makes
~~PERFECT~~
~~PERMANENT~~

Mentor: What was the experience like. What went well, less well?

Mentee: In placing yourself in the position of mentor what did you experience, what did you appreciate from your mentor and any suggestions

Overall what did you both observe about the experience from the two different perspectives



Section Three

Valuing the Value of You

- Your Qualities
- Your Empowered Leadership as a mentor



Next steps

Learning on-demand

Build the skills you need when you need them

Performance Coaching
(strengthening your use of a coaching conversational style)

Trust Me – Help Me
(building greater levels of trust with those around you)

What did you learn today?





Section One

What is Mentoring & How does it differ from coaching?

- Definitions
- Old Thinking/New Thinking
- Differences & Similarities
- Benefits – to you & the mentees





Reflections

To what extent does that tie in with your expectation of what being a mentor is all about?

Also curious about...

Mentors that you've had and what you credited about the experience or the mentor themselves and also what didn't work for you?

What characteristics, qualities did they have that you really appreciated?

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Section One

Old Thinking/New Thinking





OLD THINKING

- The mentor picks a protégé
- A mentor is someone more senior
- You should have a lot in common with your mentor
- Mentoring is for young people
- Mentors tell you what to do





NEW THINKING

- The mentee seeks mentors
- A mentor is someone you can learn from regardless of age or position
- Difference provides potential for greater discovery, challenge & growth
- Mentoring is for anyone at any stage of life or career
- A mentor is a sounding board, assisting in your decision-making & problem-solving





Section One

Differences & Similarities



Differences between Coaching & Mentoring

Coaching and Mentoring use many of the same skills, tools and principles,

- Provide one-to-one conversations to achieve personalised learning and growth
- Cater to individual needs, personal styles and time constraints
- Complement formal training and educational experiences
- Process real-life issues, problems and decisions
- Facilitate access to information and choices about new behaviours
- and actions
- Support the achievement of positive outcomes

Differences between Coaching & Mentoring

So the real difference is generally...

- There is more of an expectation the mentee will receive the knowledge, wisdom & experience, that they sought out, that particular mentor for in the first place.
- And at Willmott Dixon because coaching is used as a way to approach a conversation, the boundaries really do overlap.