

Mentoring

“a long term relationship”

IEMA webinar program

Date:

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What we'll cover

- What is Mentoring
- Mentoring versus Managing and Coaching
- Key ingredients for a mentoring relationship
- Listening is a life skill
- A mentoring session
- Summary
- Q&A

Mentor/ing

- Trusted friend or advisor
- process rather than an event or just passing on knowledge
- identification and nurturing of potential for the whole person
- long term relationship
- the learner owns both the goals and the process
- power-free partnership between two individuals who desire mutual growth
- One of the individuals usually has greater skills, experience and wisdom

Mentor

Supports and guides personal growth

Offers advice as needed and appropriate

Two-way dialog

Interested in long-term career development

Not necessarily a direct reporting relationship

Opens doors and makes introductions

Can become a friend

Champions risk taking and new challenges

Manager

Monitors and assesses performance

Provides limited feedback on specific criteria

Top-down communication

Interested in short-term task completion

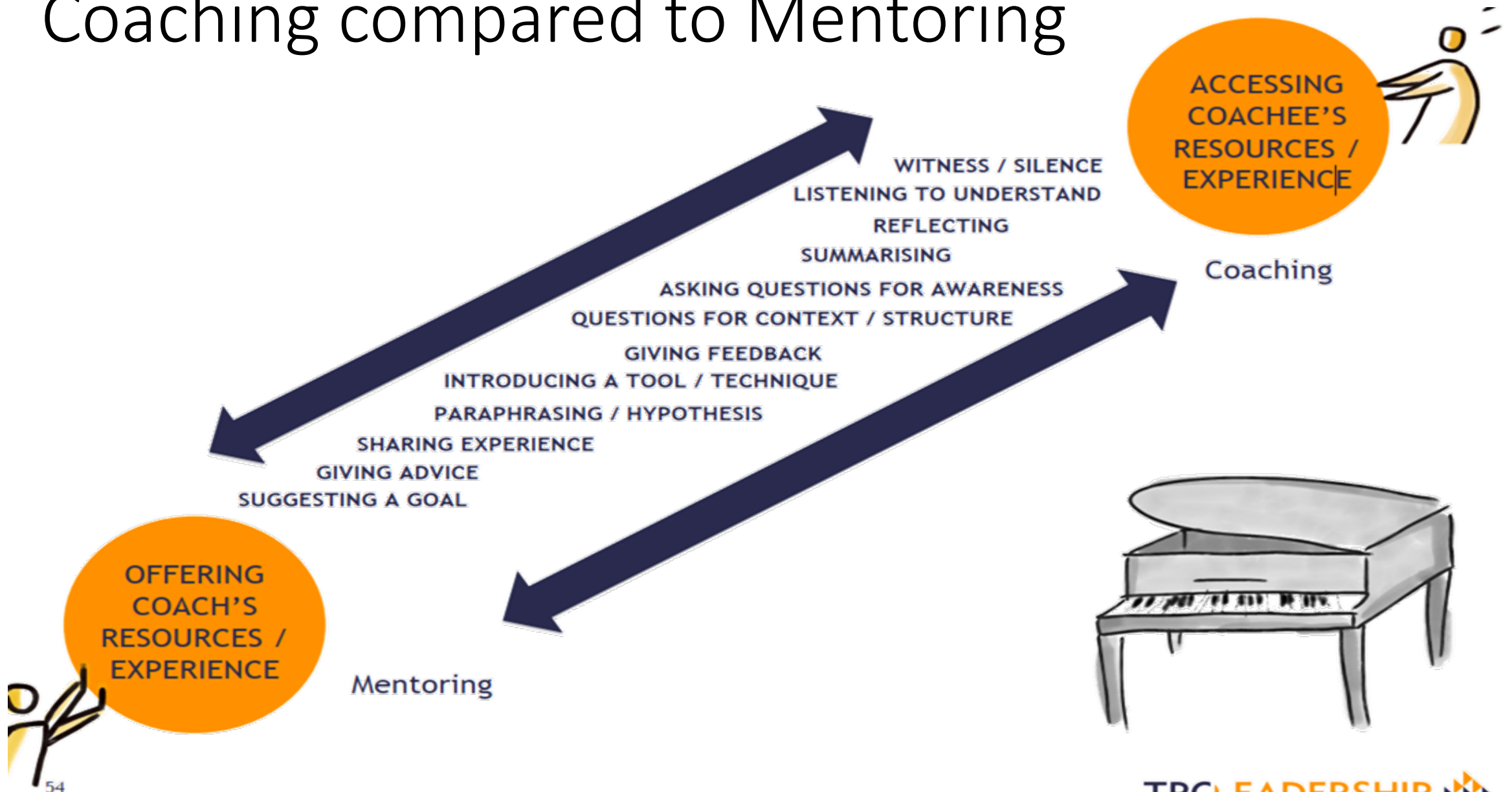
Direct reporting relationship

Not typically interested in furthering career goals

Less likely to become a friend

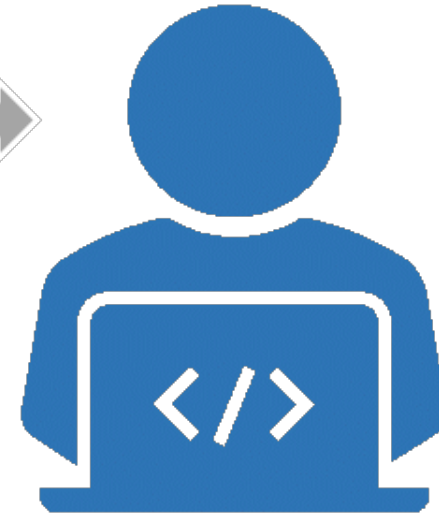
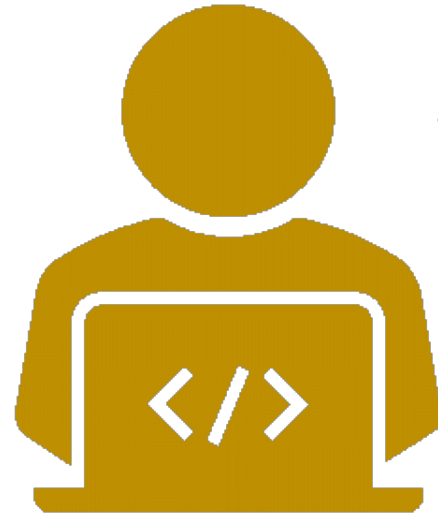
Often discourages risk taking

Coaching compared to Mentoring



Mentor

Mentee



Objective Advisor
Motivator

Open To Advice
Growth Mindset

Recommendations For Development

Act Upon Recommendations

Coach Through Job Challenges

Accept Input For Job Challenges



Fundamental to Mentoring is Listening

Listening attentively

Is the mentor giving me their full attention?

Listening accurately

Has the mentor fully understood my issue?

Listening empathically

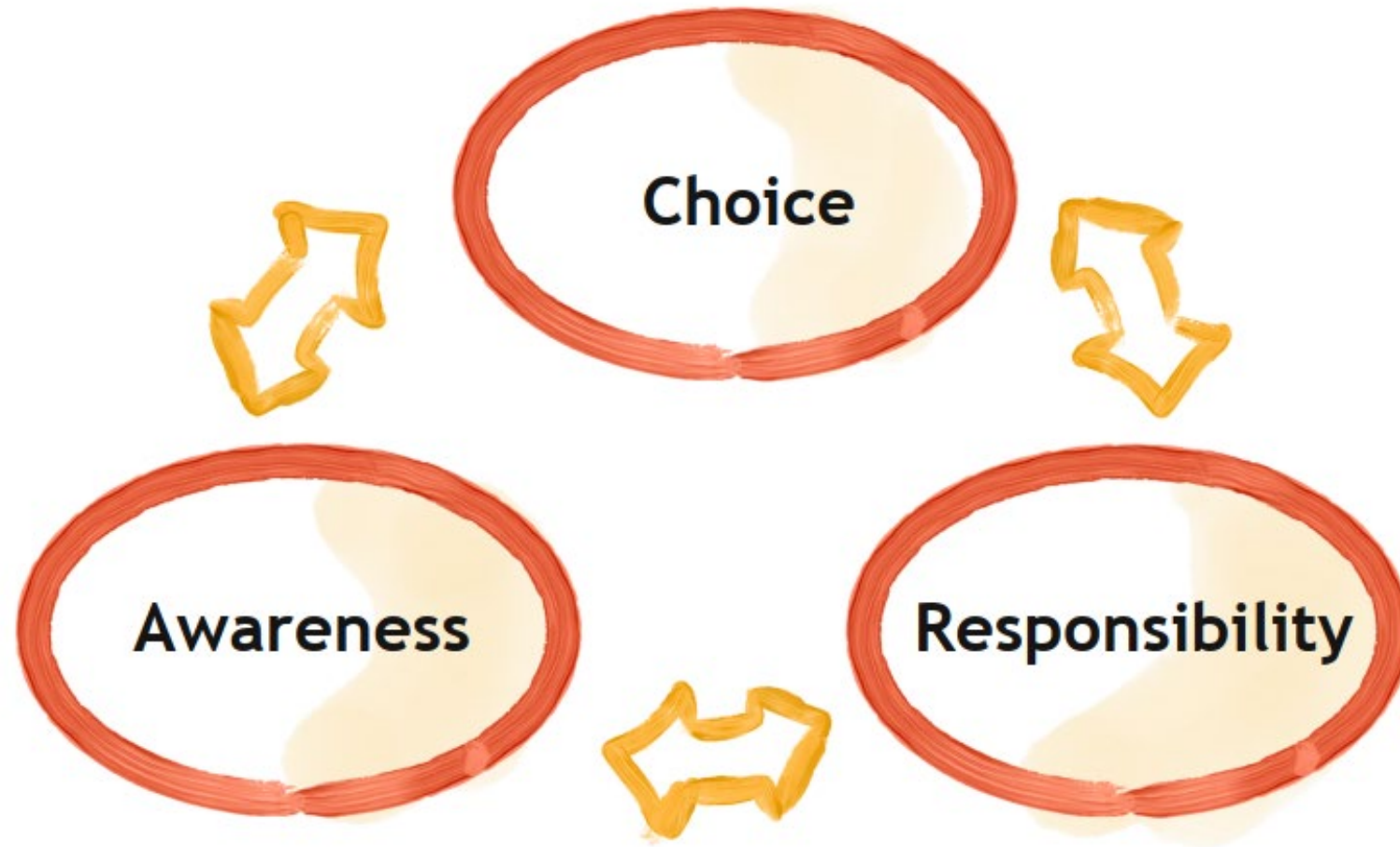
Do they really appreciate my feelings about this / can they stand in my shoes?

Listening generatively

Can I think more clearly and positively when this person is listening to me?

Components of a Coaching Conversation

(John Whitmore)



Top tips for Mentoring

Before you start:

Agree where and how you will meet:

- Face-to-face
- Phone
- Skype/Zoom
- ... and how often
- Have a conversation to agree what you would both like to gain from the mentoring relationship.



Mentoring is a supportive form of development that helps an individual manage their career, improve their skills.

A mentor should be:

- Compassionate
- Inquisitive
- Positive
- Authentic
- Approachable
- Encouraging
- Kind

Did you know?

Mentoring is about sharing skills. A mentor can be more senior than the person they are mentoring, or more junior (reverse mentoring)

- Able to listen well, ask open questions, offer non-judgemental constructive feedback.
- Willing to share knowledge, expertise, experience, resources.



← Knowledge + expertise

HORIZONS