Mentoring Programme Workshop

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What is mentoring?

- “Off-line help by one person to another in making significant transitions in knowledge, work or thinking” - Megginson and Clutterbuck from “Mentoring in Action”

- Offline: so neither person has authority over the other
- Help: from advice to simply listening
- One person to another: hierarchy is less important than relevant experience
- Significant transitions: focused on the development of the person so that they can make these transitions
What is mentoring?

- Mentoring is a confidential partnership between two people built on understanding and trust. Its chief aim is to build capability and self-reliance in the mentee.

- Mentors are not there to sort out problems, but rather to highlight the issues and to help plan ways through them. Using skillful questioning and listening techniques, they help clarify the mentee's perspective while bringing an additional impartial view to bear on the issues.

- Mentoring is a positive developmental relationship, which is driven primarily by the mentee. It is a space where the mentee can take responsibility for their development.

- Mentoring is an opportunity to look at the big picture.

- Mentoring is a two-way learning relationship.
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<tr>
<th></th>
<th>Training</th>
<th>Mentoring</th>
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<tbody>
<tr>
<td><strong>Ownership of Goal</strong></td>
<td>Externally set standard. e.g. pass exam</td>
<td>Goals set by person receiving mentoring</td>
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<tr>
<td><strong>Purpose</strong></td>
<td>Imparting knowledge, skills and information</td>
<td>Growing capability and self-reliance</td>
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<td><strong>Skills</strong></td>
<td>Instructing and explaining</td>
<td>Listening, questioning and giving impartial advice</td>
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Mentoring isn't

- Direct sponsorship or protection
- Undermining the line manager or head of department
- Secretive
- Exclusively task focused
- Doing it for the mentee
- Therapy
- Being a human wailing wall
- Being judgemental
- Dealing with underperformance
What will mentoring do for me?

- Mentoring will help mentees to:
  - Address the issues and concerns of their daily working life and find solutions that work for them
  - Improve their level of performance
  - Know the key organisational and decision-making structures in Trinity
  - Build relationships with colleagues and feel part of the community
  - Manage the integration of job, career and personal goals
  - Get a higher level of satisfaction from their working life