



MENTORING –

Much more than a concept

Keith Cundale

Club Officer Training Round 2



Session objectives

- ▶ Explore any “barriers” you experience
- ▶ Provide some *Hints and Tips*
- ▶ Motivate clubs to “Make it happen”!



Session outline

- ▶ What should Mentoring look like?
- ▶ Competencies and experience required
- ▶ What prevents Mentoring happening?
 - *all the time, with everyone, everywhere?*
- ▶ Making it happen: ***hints and tips***
- ▶ **Making individual commitments**



Getting started.....

Review the possible objectives on the front of the work book.

Identify which of them are a priority for YOU

Or..... write in your own.



Coaching vs Mentoring

Coaching

Focus is on short-term accomplishment of one goal or development of 1 skill

Coach is responsible for providing the means for a protégé to meet a goal

Coach provides specific feedback and direction on managing a single situation or topic

Mentoring

Focus is on multiple, often longer-term, goals

Mentor is responsible for supporting the protégé as they work to accomplish their goal(s)

Mentor provides general, non-judgemental, feedback and support



Coaching vs Mentoring -2

Coaching

Coach's involvement is skills-specific

Coach is responsible for determining the steps for task accomplishment

Coach provides direction for the protégé to guide future steps and actions

Mentoring

Mentor has a more personal focus

Tasks and steps for accomplishment are determined by the **protégé**

Protégé determines future actions



Benefits of mentoring

For the MENTOR

For the PROTÉGÉ

For the CLUB



Benefits of mentoring

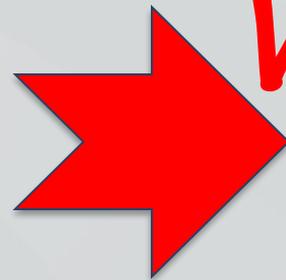
MENTOR

and.....

PROTÉGÉ

and.....

CLUB



*WINS all
round*



Types of Mentor

- ▶ ***New member*** mentor
- ▶ ***Individual*** member mentor
- ▶ ***More advanced*** member mentor
- ▶ ***Club*** Mentor
- ▶ ***Leadership*** mentor
- ▶ ***Specific skills*** mentor

**Remember to make notes
in your WORKBOOK**



What should a Mentor be?

- ▶ Someone you trust
- ▶ Someone you respect
- ▶ Someone you can confide in





What characteristics should a Mentor have?



- ▶ Is knowledgeable
- ▶ Will challenge you
- ▶ Is an active listener
- ▶ Is empathetic
- ▶ An effective evaluator
- ▶ A role model
- ▶ And.....



A good Mentor is not afraid...

.....of developing his / her mentee/protégé to exceed ***their own*** capabilities





And what about the protégé?

A good protégé.....

- ▶ Has goals
- ▶ Has a thirst for knowledge
- ▶ Has a desire to improve
- ▶ Has an ability to learn
- ▶ Accepts evaluations and feedback





Does any of this suggest....

..a training need?



Make notes in your WORKBOOK



So.....

If MENTORING is such a good thing.....

Why isn't it happening all the time,
everywhere, to everyone?

**I can't answer that for YOUR
Club.....**

**.... but I CAN offer some *Hints and
Tips* to help make it happen.....**



Hint 0.1

As I go through these “Hints and Tips”.....make notes in Section 5 of your work-book

You can also ask for a copy of the presentation afterwards.....



#1

**Make sure that all Committee members
REALLY understand
what mentoring is all about.....**

....within the traditional education route
AND
within Pathways

Schedule a special committee meeting -

ASAP

Have education sessions - use guest speakers?

Use the available on-line resources

Enrol on Pathways Mentoring programme

#2



Start to develop a culture in your Club where Mentoring really matters and is valued by everyone

Make a commitment to do this immediately!

Establish a clear policy - share with everyone

Talk about Mentoring - all the time

Recognise and reward mentors and protégés

Remember that “culture change” takes time



#3

Allocate responsibilities

Clarify roles and responsibilities

Assign a Mentor for EVERYONE -
..... and do it NOW!

The VP-E may need some help..... so maybe....

Create a “Mentoring Sub-Committee”?

Create a “Mentoring Task Force”?



#4

Clarify expectations and make a plan

Set up meetings for ALL Mentor + Protégé pairs

Make this part of a Club meeting to make sure that the first meeting happens!

Demand a plan from all Mentor + Protégé pairs that defines their commitments



#5

Develop mentoring skills

Make sure that ALL Committee members.....
.....and then all Club Members:

Complete PW L2 as soon as possible

Enrol on the PW Mentoring programme

Attend the next presentation of “S.M.A.C.”

Regularly evaluate the Mentoring activity in
your Club and.....

.....take remedial action as required



#6

Make time for Mentoring

Schedule regular refreshers and education sessions; invite guest speakers - do it NOW

Make time for Mentoring catch-ups during regular meetings

Run “Speech-a-thons” to make time for Mentoring in regular meetings (or *vice versa*?)

Find ways to Mentor on-line / off-line



#7

Celebrate and reward!

Celebrate successes and achievements

Ensure Mentors get recognition for their efforts within Pathways or the Leadership Award tracks

Find methods for rewarding successes:
prizes, gifts, certificates.....

.....*whatever works for you & your Club!*



And... after implementing all of those ideas.....

.....don't be afraid to ask for help and advice

Seek help and support from your Area Director

Think about asking for a Club Coach?

Keep in touch with developments around the world: new ideas and techniques:

- ✓ Toastmasters magazine
- ✓ TMI website
- ✓ District 17 website



Now for some action.....

How are **you** going to help **your** club establish effective Mentoring?





Action planning

Complete the action plan in your workbook

Do it NOW

Make it real: mean what you say

Make it realistic & achievable



Action planning session

*Completing the action plan in
your workbook*



And in conclusion.....



Mentoring means.....

- ▶ **M**embers
- ▶ **E**nthusiastically
- ▶ **N**urturing &
- ▶ **T**raining
- ▶ **O**thers
- ▶ **R**egularly and.....
- ▶ **I**dentifying
- ▶ **N**ew
- ▶ **G**oals



And for all you DTMs.....

A Distinguished Toastmaster is.....

▶ **D**edicated

▶ **T**_o

▶ **M**entoring



Mentoring is **NOT** just a concept!





Keith D Cundale

for

District 17 Club Officer Training 2018-19