The Art of Mentorship

If there is a direct relationship between transformative learning theory and transformational leadership, it may be that leaders must themselves do their own transformative learning in order to honestly exert transformational leadership

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The Art of Mentorship

1. Introduction
2. Theory
3. Experience from Practice
4. Useful Tools in Mentoring
5. Discussion
6. Wrap Up
Learner-Centred Mentorship

A dynamic and two-way relationship that involves critical reflection and full participation by both partners

The mentor assumes a role of facilitator and the mentee becomes a proactive and equal partner, helping direct the relationship and goals
Why Mentoring in CED?

Transfers CED values and knowledge
Welcomes new practitioners
Facilitates the introduction of new perspectives
Strengthens the network
Roles

Mentor
• Source of knowledge and experience
• Role model
• Good listener
• Suggests
• Opens doors
• Challenges
• Self-reflects

Mentee
• Open to new ideas
• Communicates
• Follows through
• Motivated/enthusiastic
• Inquisitive
• Self-reflects
Basis of Successful Mentoring partnerships

- Trust
- Reciprocal
- Flexible
- Good/Natural fit

“Every mentorship relationship is as unique as the individuals involved”
Forming the Partnership

- Mutually establish goals of the partnership
- Establish roles/responsibilities
- Create the space for regular communication
- Set mutually agreed milestones
- Set mutually agreed boundaries e.g. confidentiality
- Include an action-reflection-action process
- Determine an end point and transition plan
Types of Mentoring

- Face to face
- Long distance
  - Email
  - Telephone
Ethics

• CED is about dialogue *not* teaching

• The mentor needs to be conscious of the potential power differential

• Practice professional ethics
Concluding points

- The time and space needs to be set aside for the partnership relationship to flourish
- Funding for this kind of work needs to be identified and prioritized
- Mentoring relationships may lead to authentic friendship based on true dialogue.