



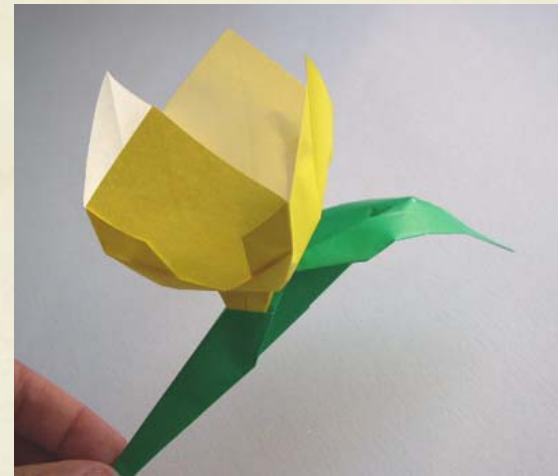
The Art of Mentorship

*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*

Curtis and Warren

The Art of Mentorship

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



Traditional Mentorship



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"

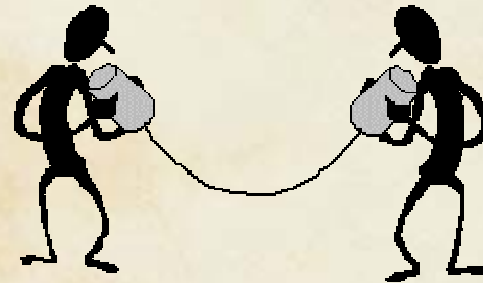
Forming the Partnership



- 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.

