

Mentoring

Workshop 2 for Mentors

Agenda

- Approach to Mentoring
- Processes in mentoring: Garvey's 3-Stage Model
- Variations of the 3-Stage model
- Ground Rules - Dimensions
- Questions and answers



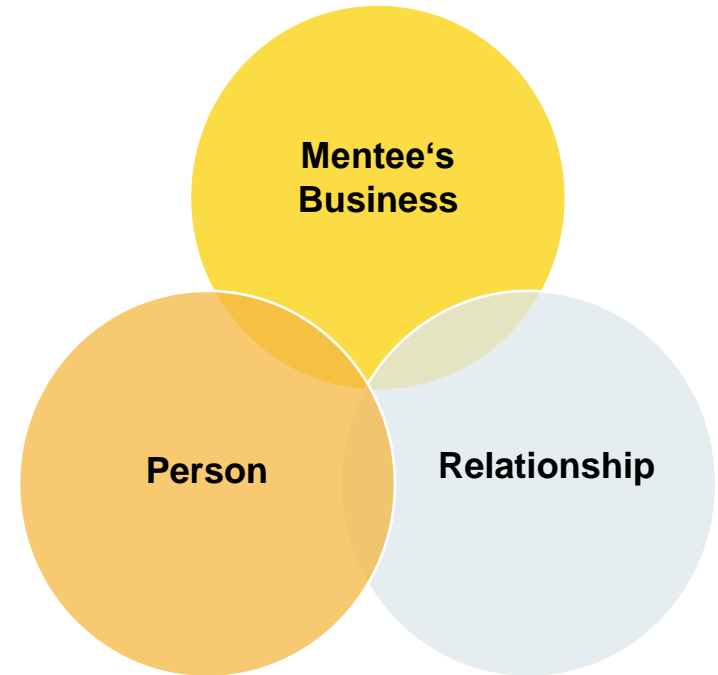
Opening Question

What do you do to make sure you keep well?



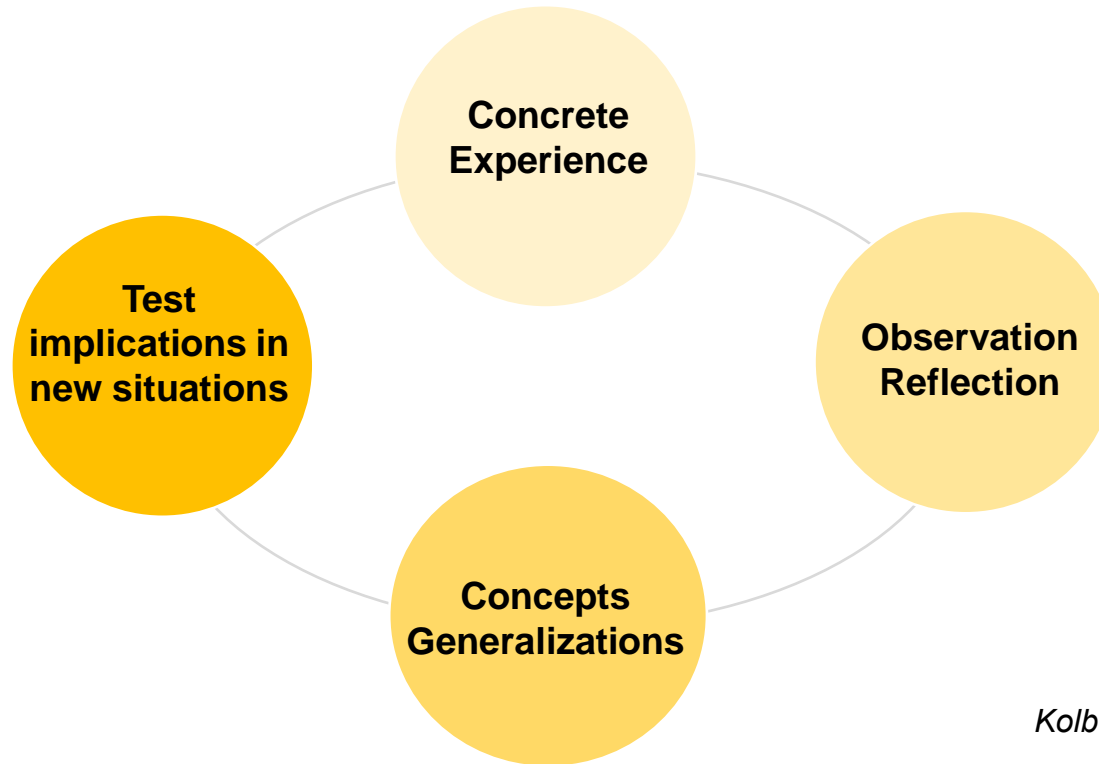
Approach to Mentoring

- **“Mentoring** is a learning relationship between two people. It requires trust, commitment and emotional engagement. It involves listening, questioning, challenge and support. It has a time scale.” *Prof. Bob Garvey*
- **»Mentees are the experts for their life and their business.«**
- *Mentoring works best when the mentee is in phase of transition. For entrepreneurs that means mentoring is part of the post-start-up support. Mentoring can be an addition to existing training/coaching programmes or a stand-alone solution.*
- Mentoring usually involves working on three levels: The mentee’s business, personal development and the relationship between mentee and mentor



Experiential Learning

Development takes place primarily through **reflection** and application in **practice!**

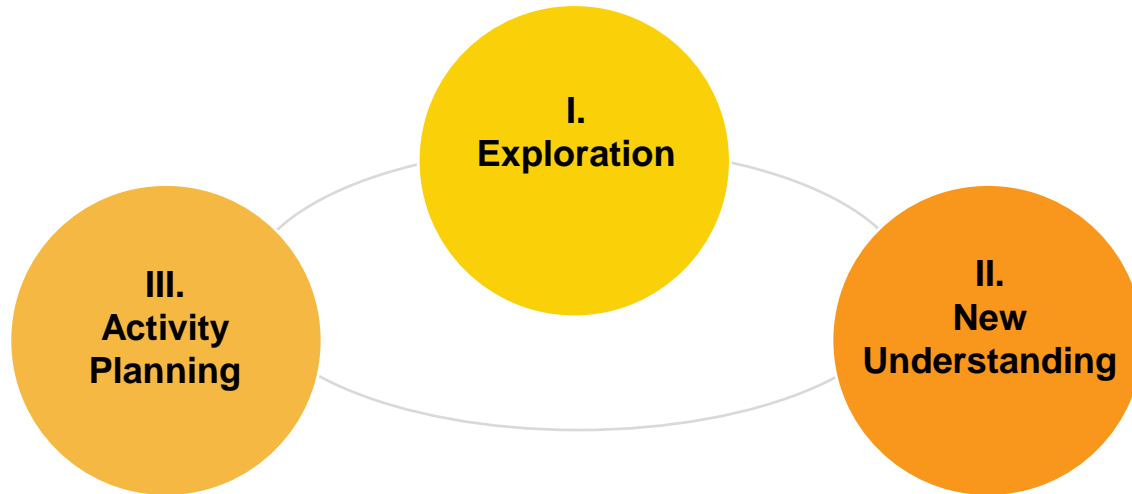


Kolb's Learning Cycle (1984)



3-Stage-Model (B. Garvey)

Mentoring involves a number of processes. Different mentors have different strengths and work in different ways. Regardless of which approach or style you use, it makes sense to work within a process framework to offer the mentee an opportunity to make the most of the sessions.



Exercise

Breakout session:

- In groups of 2:
- 1 person takes on the role of mentor,
- 1 person takes on the role of mentee

Suggested topics:

- What is going through your mind right now?
- How can you apply the 3-step model?

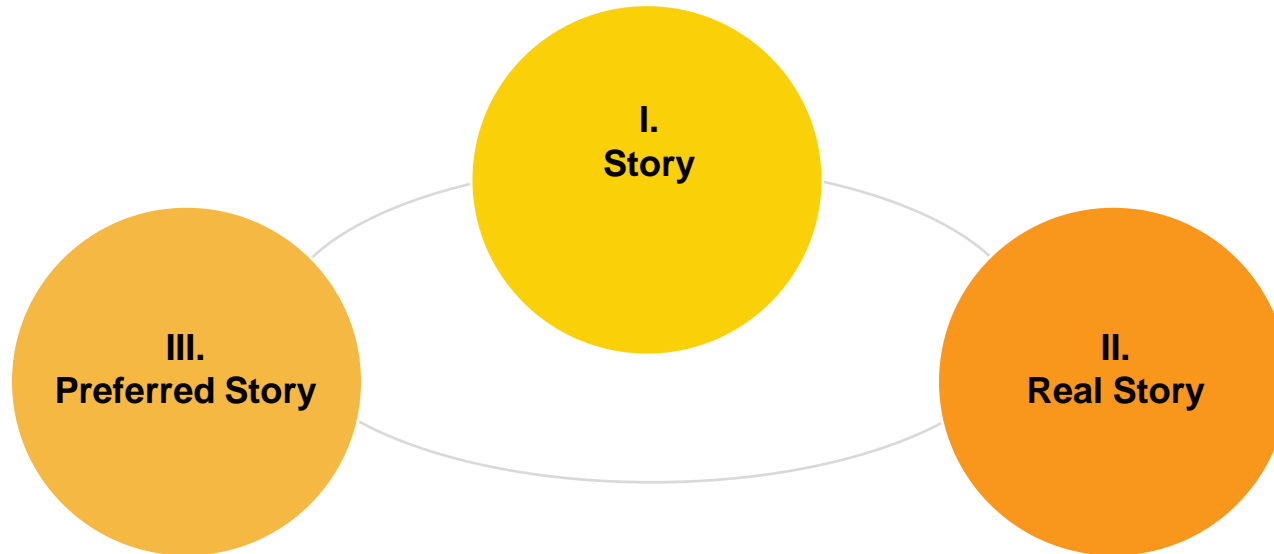
- Time : 15'



3-Stage-Model (G. Egan)

Guiding questions

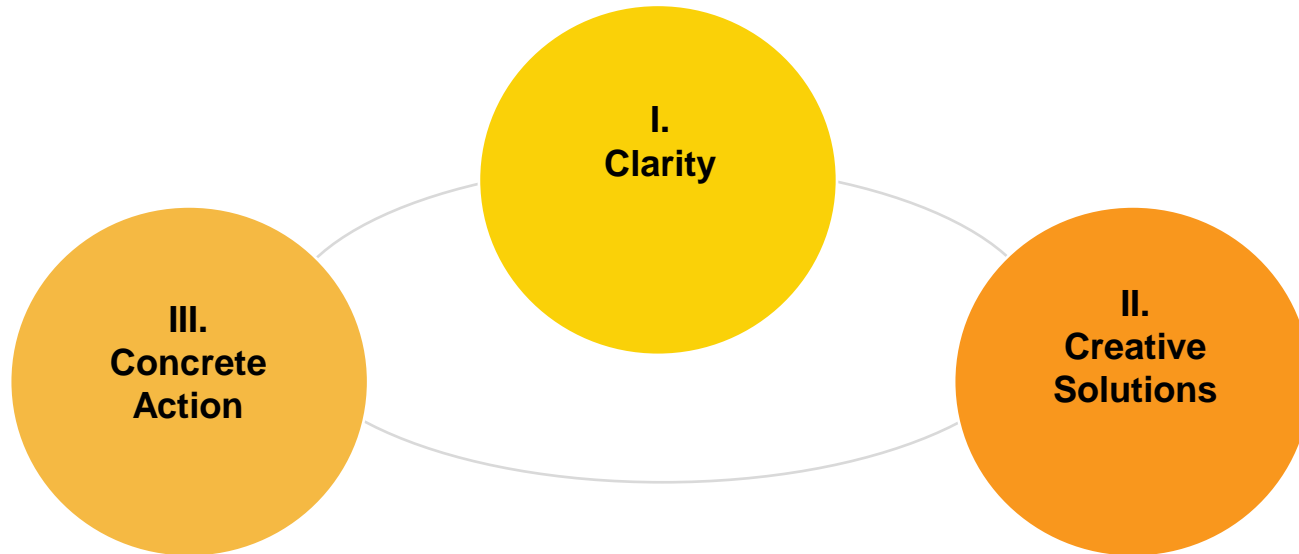
- I. What happened, what is the story?
- II. What really happened? Who confirmed the story?
- III: What would be the preferred story? What can you do differently/better next time?



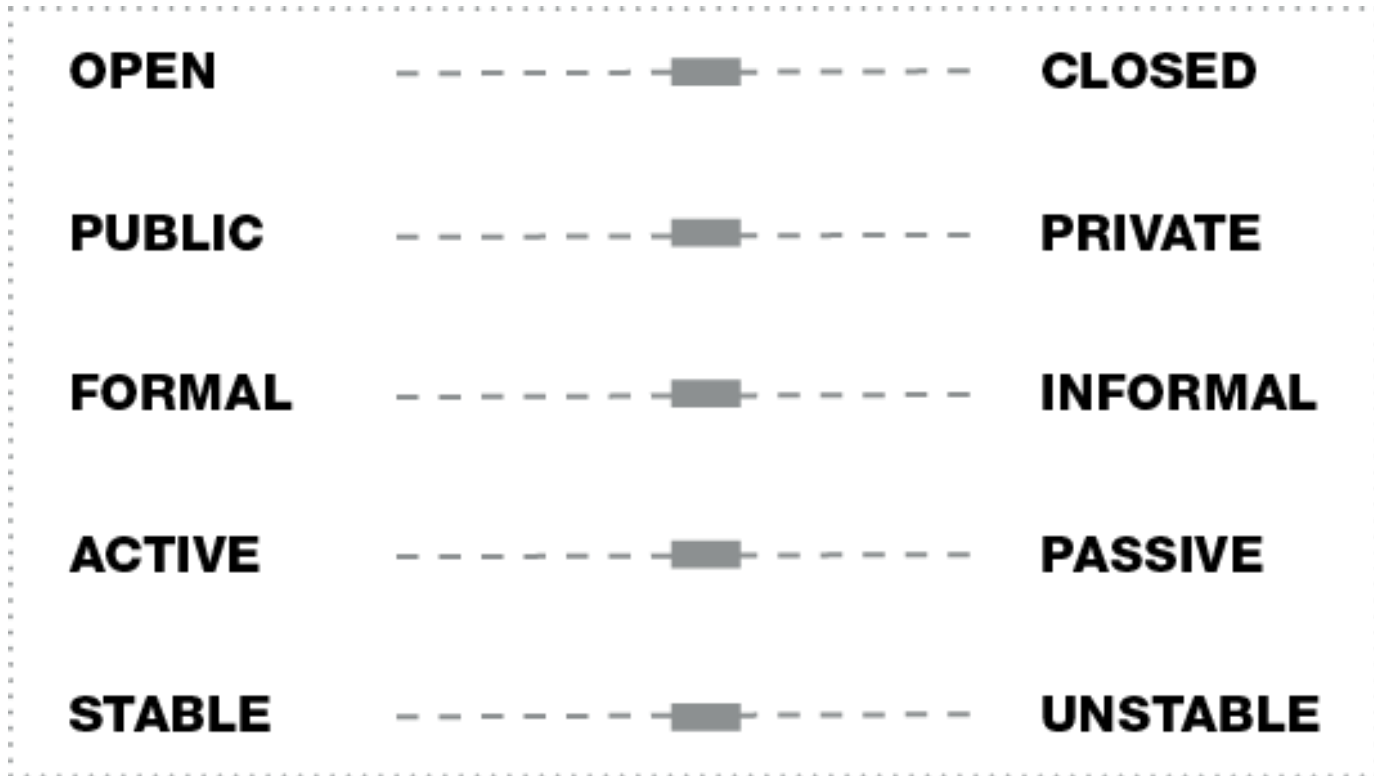
3-Stage-Model (M. Pegg)

Guiding questions

- I. What is the concern/topic and the mandate? What is to be achieved in the mentoring session?
- II. What solutions are conceivable? What could be done differently right now?
- III. What are the next, concrete steps?



Ground Rules: Dimensionen (B. Garvey)



Garvey, Bob (1994: 18)



References and suggested reading

Alred, G. and Garvey, B. (2019) *Mentoring*. La Vergne: Management Pocketbooks (Management Pocketbooks).

Egan, G. (2018) *The skilled helper : a client-centred approach*. 2nd edition. EMEA edition. Australia: Cengage.

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Garvey, B., Stokes, P. (2022) *Coaching and Mentoring : theory and practice*. 4th edition. London: SAGE.

Kolb, D. A. (2015) *Experiential learning : experience as the source of learning and development*. Second edn. Upper Saddle River, New Jersey: Pearson Education.

Pegg, M. (2020) *The Positive's Encouragers Book: The art of encouraging people during our time on the planet*. UK: The Strengths Organisation Ltd. Available from:
<[https://www.thepositiveencourager.global/the-positive-encouragers-book />](https://www.thepositiveencourager.global/the-positive-encouragers-book/)



More information: YES! Thinking Space

<https://youngentrepreneurssucceed.com/thinking-space/>

