



MENTORING SKILLS

National Academy of Governance

Mary-Anne Neal

MERIT Technical Advisor

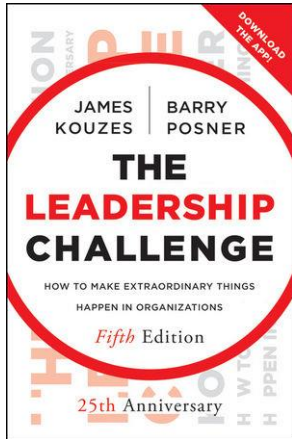
January, 2021

_____ Three sessions

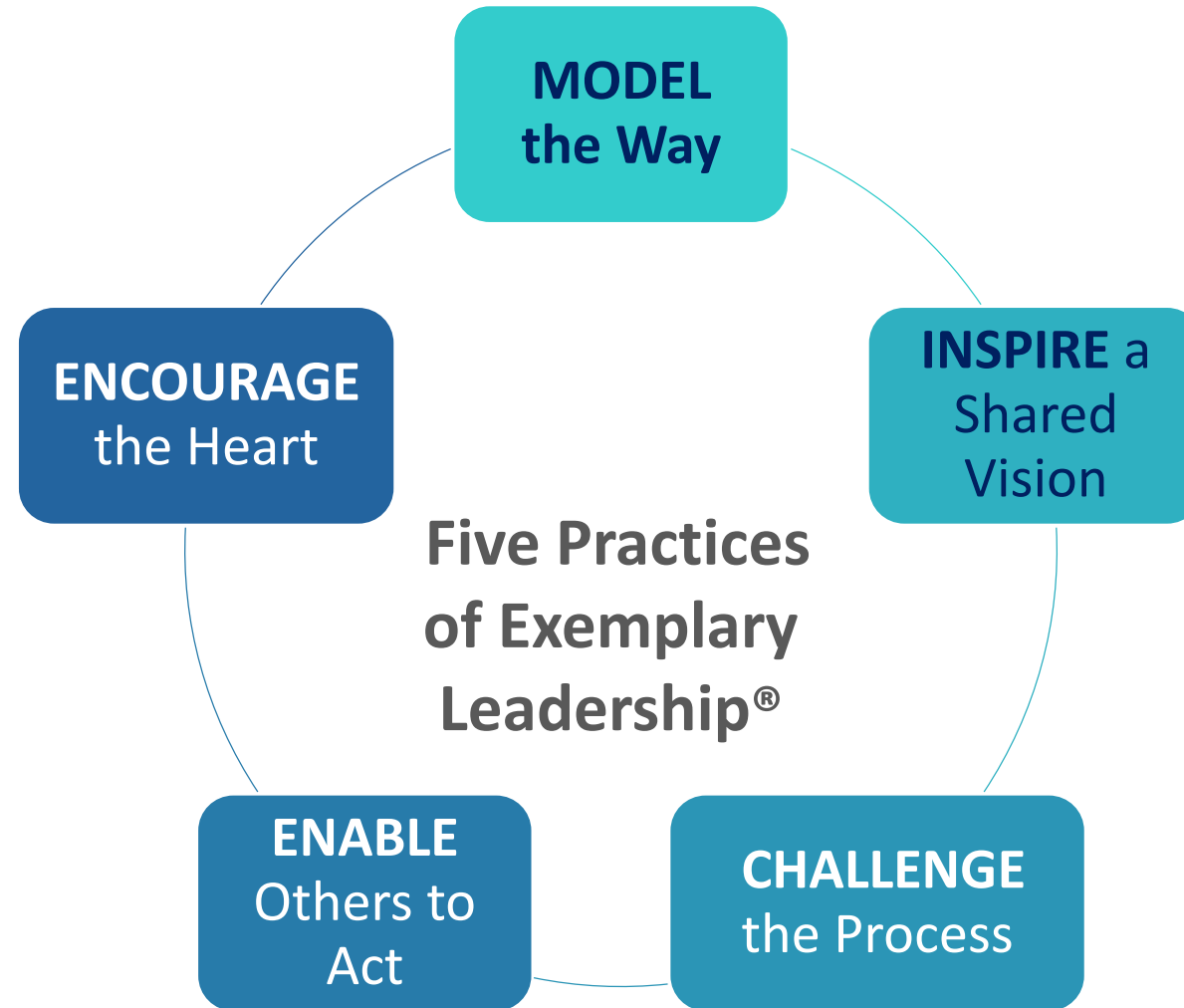
- Compare coaching and mentoring
- Leadership context
- Questions from coaching course
- Implementation
- Case studies / Q & A



Leadership, Coaching and Mentoring



Kouzes & Posner (2012)



—— What is mentoring?

Development driven

Career progression

Experience-based

Apprenticeship

Apply knowledge

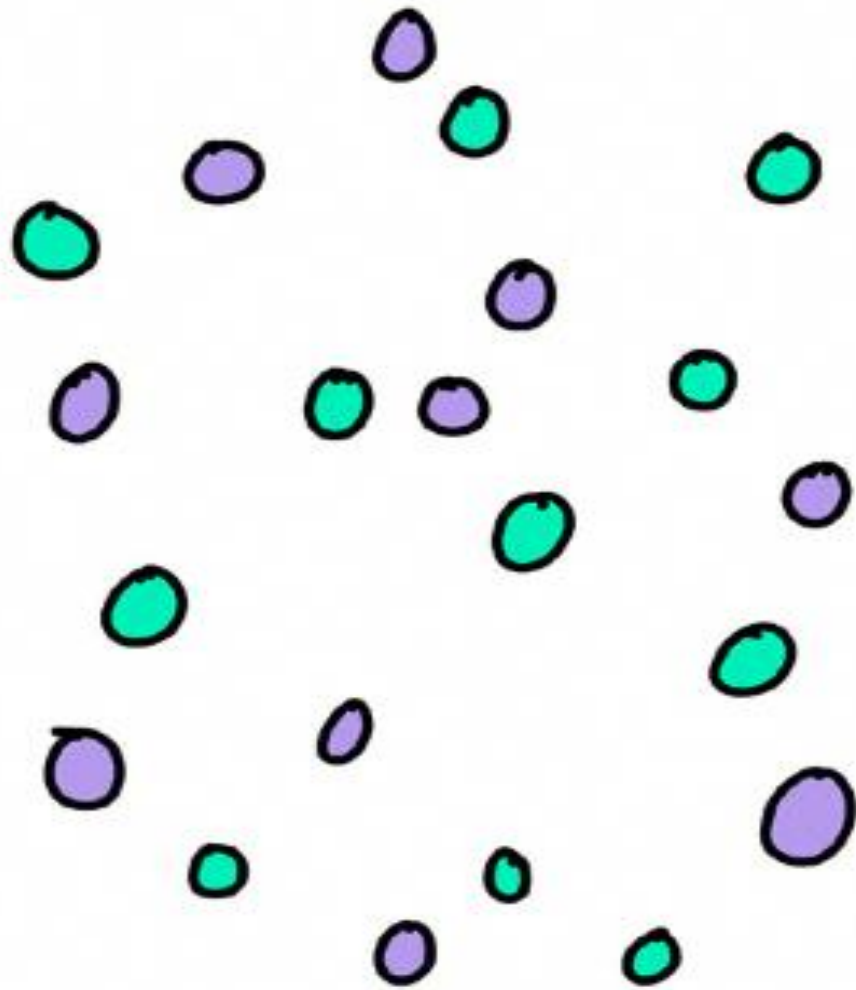




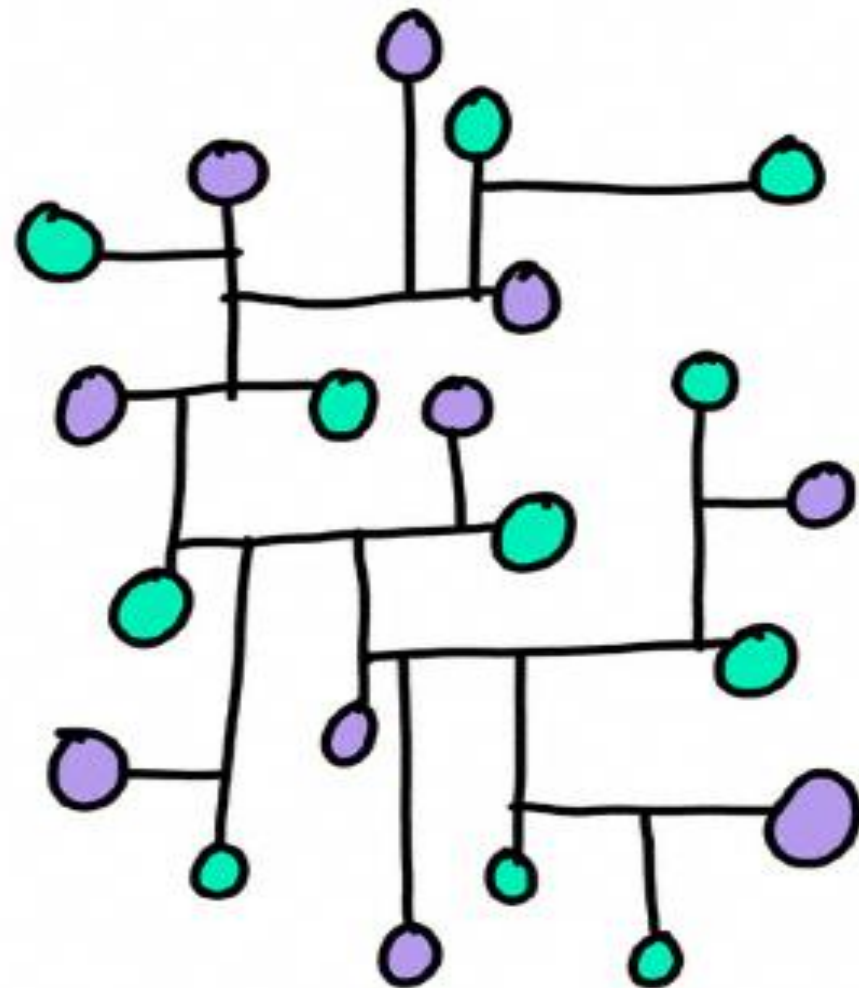
—— Discussion

How are the mentor's responsibilities different from those of the coach?

information:



knowledge:



wisdom:

— Discussion

Who has been a mentor to you?

What have you learned from that person?

Power ^{versus} Authority

What is the difference?

Which would you rather have?

Power

You can MAKE
others do what
YOU WANT

POWER
is TAKEN

Authority

Others
CHOOSE to
FOLLOW you

AUTHORITY
is GIVEN

Discussion

How will you identify possible mentors for your staff?

What criteria will you use?

How will you recruit these people?

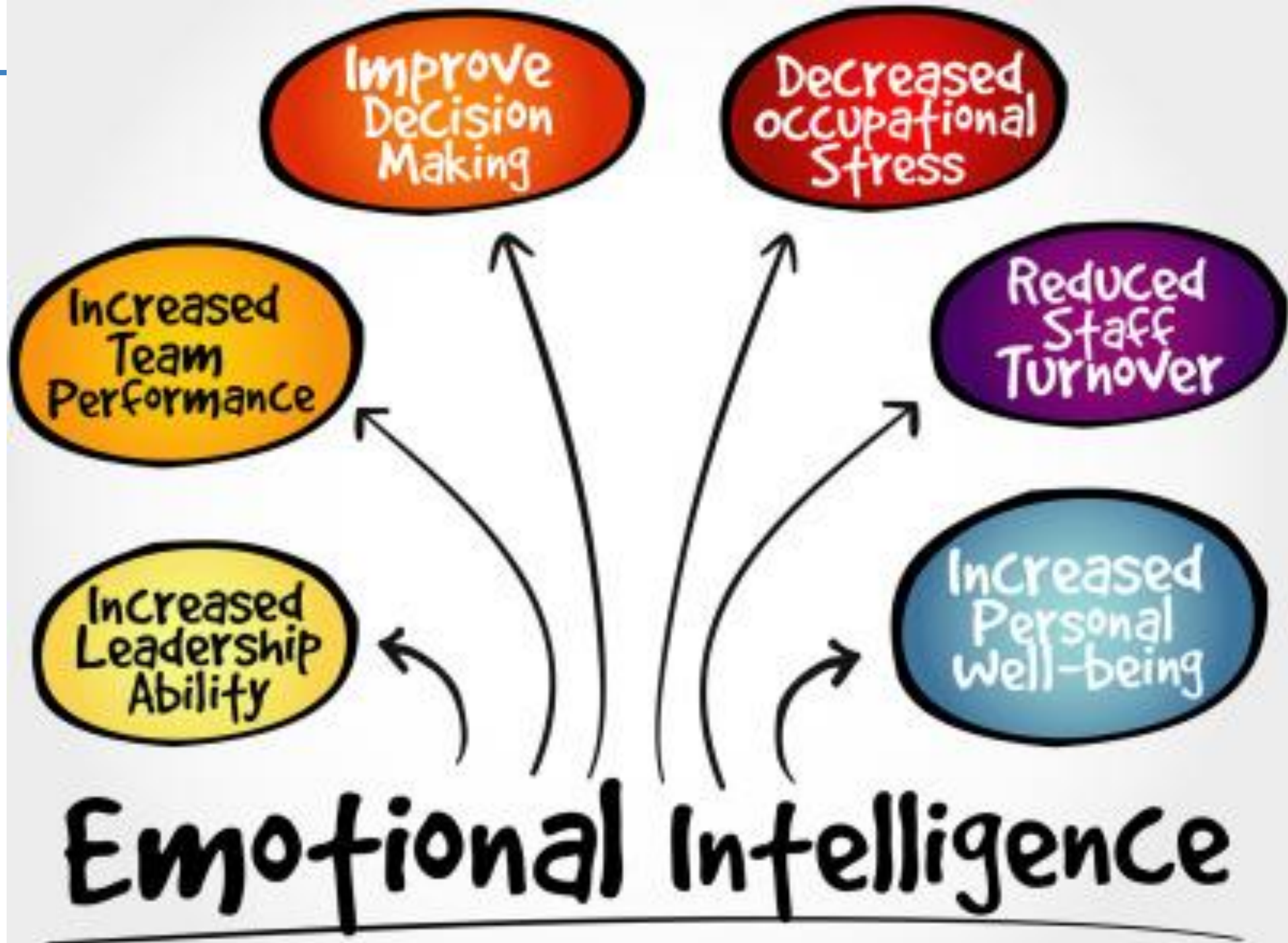
"The Comfort Zone"



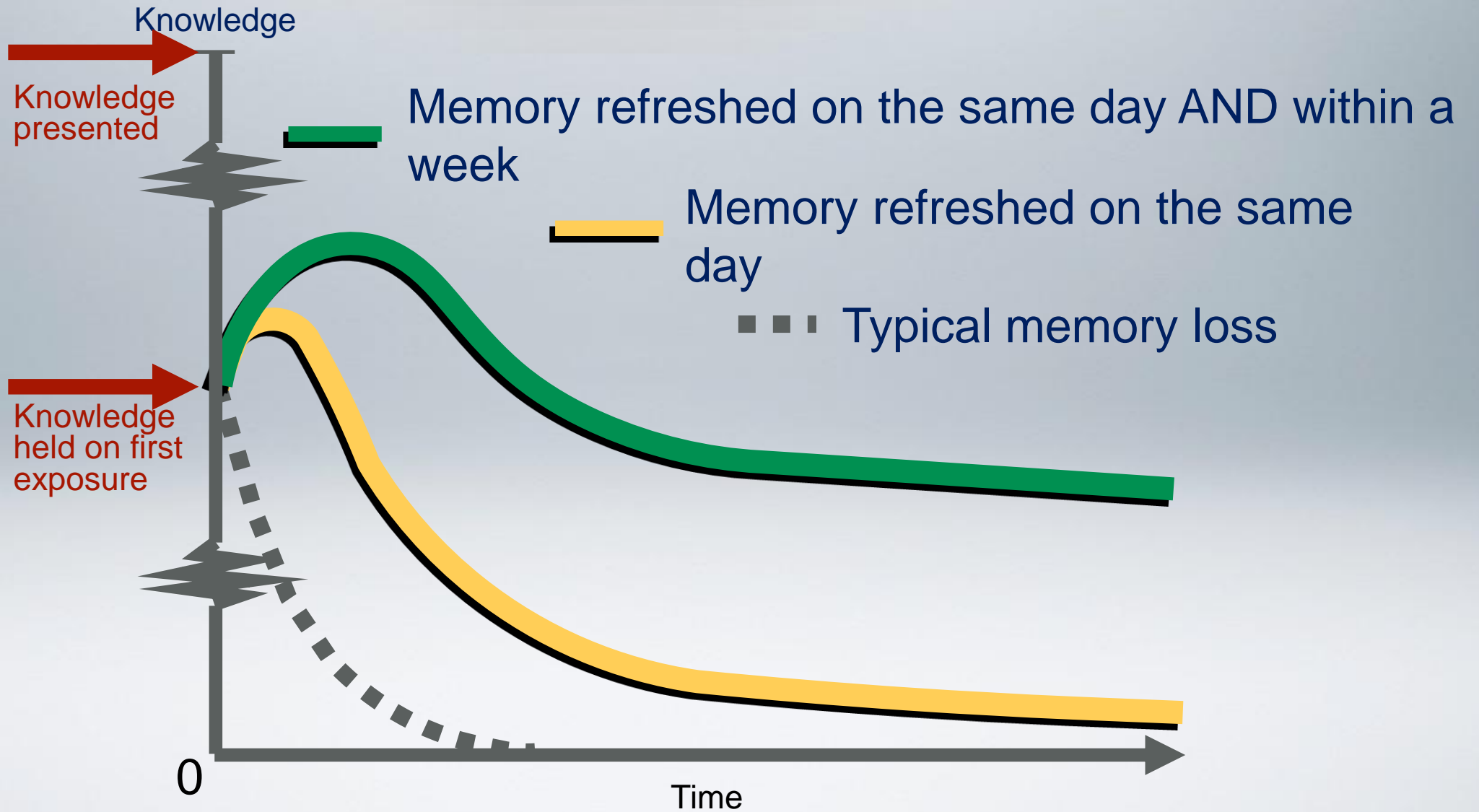
— Emotional Intelligence

The ability to understand and manage emotions through:

- Self-awareness
- Empathy
- Social skills



MEMORY



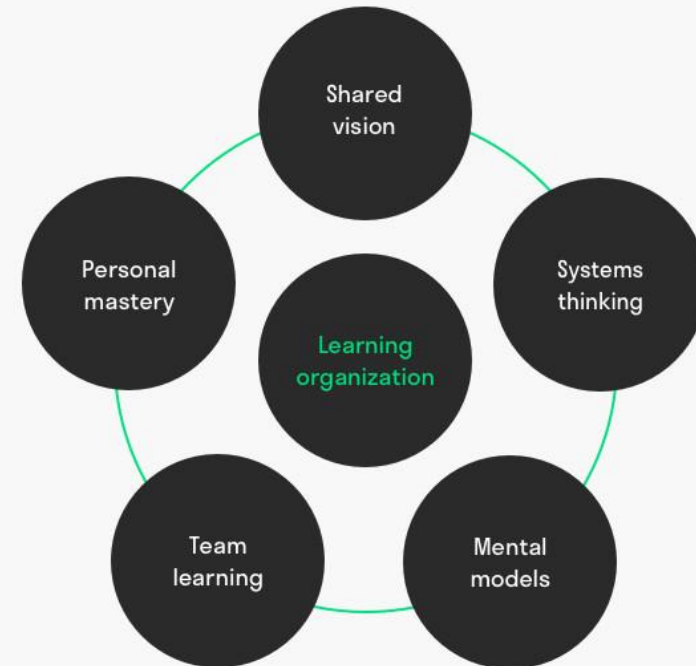
Learning organization

5 disciplines, according to Peter Senge:

- Build a Shared Vision
- Mental Models
- Team Learning
- Personal Mastery
- Systems Thinking

Senge's Five Disciplines of Learning Organizations

toolshero



www.toolshero.com

_____ Discussion

What is the estimated time commitment for mentors?

How will you write a job description or performance review?

— Mentorship Agreement

Success indicators

Expectations

Time commitment

The mentee's role

- Take ownership of personal learning and development needs
- Assess areas of strength and development to establish a mentoring relationship
- Take initiative to drive agendas for mentoring meetings
- Be open about yourself
- Ask for specific feedback
 - What could I have done differently?
 - How else could I have responded?
 - What group dynamics should I be aware of?
- Establish need for confidentiality
- Learn about mentor's experiences, background, and perspectives
- Take responsibility for initiating contact

Resources for Mentorship agreement

Purdue University (Indiana):

https://www.purdue.edu/wiep/Newsletters%20and%20PDFs/Mentoring%20Worksheets%20and%20Activities_2.pdf

Case Studies

Let's problem-solve based on our knowledge.

Questions

What did you learn from this course?

What questions were raised in your mind?

Please stay in touch

Send me an email any time: maneal@shaw.ca

Check out my web site: www.maryanneneal.com

I hope to meet you in person one day!



Work in Progress

The award-winning *Dene Hero* publication project has published four books in four years. As Project Director, I work closely with the five Sahtu communities to honour and celebrate their Dene heritage.

Guided by the certainty that everyone has something valuable to contribute to our world, I have had the privilege of supporting learners of all ages and descriptions in many settings and countries around the world.

I am working with Global Affairs Canada, CESO and the National Academy of Governance in Mongolia to develop a training program for the Mongolian civil service.



What I Do

As a scholar-practitioner, I design and teach courses for post-secondary institutions. I also assist remote Indigenous communities with economic, community and cultural revitalization projects, skills training, capacity building and other initiatives as identified by leaders and community members.

The photo here was taken at Royal Roads University, where I facilitated a week-long *Educational Leadership* workshop for superintendents and school principals from Nigeria. +



This Website

This web site is a compilation of philosophies, projects and publications related to my service as an educator and thought leader. My goal is to share ideas with like-minded individuals.

The purpose is a personal and professional repository for information-sharing. It is not for profit or commercialization.

This web site is a work in progress and will change as it is updated. If I can support you in achieving your learning and teaching goals, please let me know. +



Canada

Mongolia:
Enhancing Resource
Management through
Institutional Transformation

Address: Floor 3, National Times News Tower Khudaldaanii gudamj, Khoroo 1
Chingeltei district, Ulaanbaatar-15160 Mongolia

Phone: 7610-5000