



Mongolia:  
Enhancing Resource  
Management through  
Institutional Transformation

## WHAT IS MENTORSHIP?

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## PURPOSE

- The purpose of this session is to:
  - Insights regarding the fundamental components of a Mentoring Program.

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# What is Mentoring

- Mutually beneficial relationship that supports professional and personal development
- Contributes to the development of the next generation of researchers and leaders.
- Leaders share their:
  - Experiences
  - Knowledge
  - Values
  - Skills
  - Insights.
- Encourages the development of new skills and try new things

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## Role of the Mentor

- Guide, support, coach, encourage
- Provide constructive feedback
- Share experiences and knowledge
- Acts as a resource and role model.
- Is enthusiastic and enjoys the experience
- Provides the basis for a professional and formal relationship.
- Participates in program evaluations

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## Role of the Mentee

- Initiates and drives the relationship
  - Sets and follows an agenda for each meeting
- Identifies learning goals or development needs
- Ensures you can share examples of progress or challenges.
- Asks questions and listen carefully to your mentor's responses
- Seeks feedback
- Participates in the program evaluations

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## Stages of a Mentoring Relationship

- Step # 1 Establishing the Relationship.
- Step # 2 Sharing Knowledge.
- Step # 3 Exchanging and Challenging.
- Step # 4 Closing relationship.

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## Establishing the Relationship

- Seeking to understand each other
- Agree on specific roles
- Set goals – long and short term
- Identify best communication methods

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## Sharing Knowledge

- Mentors share knowledge and experience
- Provide expertise and advice
- Encourage Mentee to develop and implement their goals
- Mentees provide the Mentor examples of their experience of trying to build new skills.



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## Exchanging & Challenging

- Sharing views on goals and plans
- Challenging each others thinking
- Discuss professional challenges
- Evaluate progress and maintain the momentum

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## Closing the Relationship

- Relationship is based on goals that have been achieved
- Mentee has more confidence
- Recall the progress, lessons learned, and strengths of the mentee.
- Discuss some positive actions and directions for the future.