

BUILDING INSTITUTIONAL EXCELLENCE THROUGH MENTOR MENTEE RELATIONSHIP



MENTOR

The ideal mentor is someone who has the time and a strong desire to help others grow personally and professionally.



MENTEE

The ideal mentee possesses a strong desire to learn from someone “who has been there before.”



Highly regarded technically and interpersonally.

Willing to commit the time and energy to the mentoring process.



Willing to share knowledge, provide objective feedback, and help set development goals.

Willing to act as a sounding board and confidante.

SUCCESSFUL MENTOR

Honors the principles of trust, respect, and confidentiality.



Willing to participate in mentoring training to learn the tools of the program, and their roles and responsibilities as a mentor.

Open to feedback and suggestions for improving his/her effectiveness as a mentor.



Demonstrates commitment and initiative to his/her own career growth and development.



Possesses a strong desire to expand organizational knowledge and skill base.



SUCCESSFUL MENTEE

Values participation in open and honest discussions, and is receptive to feedback.



Honors the principles of trust, respect, and confidentiality.

TYPES OF MENTORS

Success
mentor



Student
mentor

Technical
mentor



Joy mentor

Apprenticeship
mentor



Emotion
mentor

TYPES OF MENTEE



Undergraduate
mentee

Parenting
mentee



Graduate
mentee

Professional
mentee



Coping
mentee

Personal
development
mentee



BENEFITS OF BEING A MENTOR

- ✓ Helping others
- ✓ Building social relationships
- ✓ Developing leadership skills
- ✓ Engaging in self- development
- ✓ Identifying strengths



BENEFITS OF BEING A MENTEE

- ✓ Developing skills
- ✓ Building friendships
- ✓ Understanding different perspectives
- ✓ Learning to manage stress
- ✓ Forming professional relationships



Development

SEVEN Cs OF MENTORING

Mentor should be able to

- **coach** the mentee;
- be a **confidante**;
- provide **career** advice;
- act as a **conduit** to others and to increase the mentee's visibility;
- serve as a **counsellor**;
- be a **critical** friend and
- provide the mentee with **choice**.



THREE TYPES OF MENTORING

1) **Traditional One-on-one**

Mentoring: A mentee and mentor are matched, either through a program or on their own.

2) **Distance Mentoring:** A mentoring relationship in which the two parties (or group) are in different locations.

3) **Group Mentoring:** A single mentor is matched with a cohort of mentees.

CHARATERISTICS OF EFFECTIVE MENTORING

They include "the ability and willingness to

- ✓ value the mentee as a person;
- ✓ develop mutual trust and respect;
- ✓ maintain confidentiality;
- ✓ listen both to what is being said and how it is being said;
- ✓ help the mentee solve his or her own problem, rather than give direction;
- ✓ focus on the mentee's development and resist the urge to produce a clone."



5 IMPORTANT STEPS TO BUILD A SUCCESSFUL MENTOR-MENTEE RELATIONSHIP



Discuss the end goals
of your mentor
relationship

Self assessment and
game plans

Create a regular
meeting schedule



Goal

Identify and address
successes and
roadblocks

Measure success in
mentor relationships



My hearty thanks to the Managing Committee and
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