**Relevance**

**MENTORING**

Mentoring is an important leadership skill that can help others learn, grow, and become more effective and engaged in Rotary or their careers.

**Learning objectives**

By the end of the session, participants should be able to:

* Find opportunities for a mentoring relationship
* Develop a mentoring program for their clubs

**Before the session**

* Ask participants what they would like to gain from the session and use their comments to customize its content.
* Consider how you will facilitate the session and adjust it for your audience.
* Think of an opening activity that will grab participants’ attention and other ways to keep the session interactive.
* Prepare any materials you will need for the session.

**During the session**

* Welcome participants and introduce yourself.
* Review learning objectives.
* Highlight these key messages:
	+ Mentoring is a supportive relationship involving an experienced person guiding another person’s development.
	+ Both sides should commit to the mentoring for it to succeed.
	+ Different kinds of mentoring relationships have different values for participants. Some examples are:
		- Formal: Structured programs match mentors with the people they will guide, often including specific goals and formal contracts to measure progress.
		- Natural: Informal relationships often involve people who know each other and have something in common.
		- Peer: People in similar situations exchange support, empathy, and advice on reaching their goals.
		- Situational: Short-term mentoring transfers knowledge of a specific skill.
	+ Mentoring can work well as part of new member orientation, club committee team building, officer succession planning, or with young leaders in the community.
	+ When starting a formal mentorship, it's important to know:
		- The needs and motives of your target audience
		- The goals of the program
		- How you will connect both participants in a mentorship
		- The structure, direction, and plan for mentorships
		- The duration of the program
* Use discussion questions to boost conversation:
	+ What type of impact can mentoring have on participants?
	+ What types of mentoring have you experienced?
	+ How can your club use a mentoring program?
	+ How can you inspire others to participate?
	+ What are the traits of a successful mentorship?
	+ How can both participants in a mentorship benefit?
	+ What are both participants’ responsibilities in a mentorship? How do you know when a mentorship should end?
* Lead one of the activities below.
* At the end of the session:
	+ Take questions from participants.
	+ Review the learning objectives to make sure they’ve been achieved.
	+ Ask participants to write down one idea they’ll use from the session.

**Activities**

1. Purpose: Designing a mentoring program
* Allow 20 minutes for this activity.
* Explain that each group will design a formal mentoring program for their Rotary club or workplace. Each group’s plans should include:
	+ The program’s goals
	+ The type of mentoring relationship
	+ How it will match participants
	+ The program’s duration and meeting frequency
* Divide participants into groups of three or four to begin discussions.
* Afterward, ask each group to present its ideas on a mentoring program.
1. Purpose: Finding opportunities for mentoring
* Allow 20 minutes for this activity.
* Explain that pairs of participants will talk about their work and life, then find examples where they could use a mentor or where they could mentor someone else. In either case, they should also explain the type of mentoring that they might favor.
* Divide participants into pairs to start discussions.
* After discussions, ask for volunteers to describe their mentoring ideas.