**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.