

Relevance

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.
2. 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.