

# TRAININGS FOR THE MENTORS AND MENTEEES



Education and Culture DG

Lifelong Learning Programme

Project No. 503575-LLP-1-2009-1-LT-GRUNDTVIG-GMP  
[www.socialmobility.eu](http://www.socialmobility.eu)



INNOVATIVE METHODS AND PRACTICES TO FACILITATE SOCIAL INCLUSION

# The importance of the trainings

- Before starting the mentoring process it is very important prepare mentors and mentees for the successful participation in the process. Two different trainings at different stages should be organised:
- the training for mentors before the first meeting with mentees;
- the training for mentees after the first meeting of the groups.

# The trainings for mentors

- During the training of the mentors they are prepared to be the good listeners, good conflict solvers, ask suitable questions and be the leaders in the process. The main aim of this training is to help them understand how important the mentoring process is and to learn their roles in the process.



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# The trainings for mentees

- After the first meeting of the groups the training for mentees is organised in order to prepare them for their role as a mentee in the social group mentoring process and to equip them with the skills needed for successful participation in the process: good communication skills, learn to work in the group, be tolerant and respect each other's opinion.



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INNOVATIVE METHODS AND PRACTICES TO FACILITATE SOCIAL INCLUSION

# Main topics of the trainings for mentors

- getting acquainted with the other mentors
- expectations concerning the mentoring program
- information about the mentoring program
- guidelines for mentoring group meetings
- mentor as a good listener, asking suitable questions, communicative, conflict solver and leader of the group



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# Main topics of the trainings for mentors

- monitoring of the mentoring process
- useful tools to support the mentoring process (contract, diary, minutes).
- It is recommended to offer one training session of six hours



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INNOVATIVE METHODS AND PRACTICES TO FACILITATE SOCIAL INCLUSION

# Main topics of the trainings for mentees

- getting acquainted with the other mentees
- building of groups for mentoring process
- reflection of own vita
- expectations concerning the mentoring program
- information about the mentoring program



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# Main topics of the trainings for mentees

- guidelines for mentoring group meetings
  - communication (esp. how to give feedback)
  - method “peer counselling”
  - useful tools to support the mentoring process (contract, diary, minutes).
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- It is recommended to offer three training sessions of four hours each.