

MONITORING WITHIN SOCIAL GROUP MENTORING PROCESS



Education and Culture DG

Lifelong Learning Programme

Project No. 503575-LLP-1-2009-1-LT-GRUNDTVIG-GMP
www.socialmobility.eu



INNOVATIVE METHODS AND PRACTICES TO FACILITATE SOCIAL INCLUSION

The importance of the monitoring

- **For the project.** The monitoring process is needed in order to evaluate the method and its effect on the increasing the level of social inclusion of project target groups and provide the recommendations for the improvement and future use of the method.



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The importance of the monitoring

- **For the mentees.** During the monitoring process the expectations of the mentees for the mentoring process are collected and evaluated. This helps to adjust the mentoring process for the current mentees in order to get their expectations fulfilled.



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The importance of the monitoring

- **For the mentors.** The main person who acts the important role in the monitoring process is a mentor within his mentoring group. The monitoring importance for the mentor unfolds through the collecting and evaluating of the expectations of the mentees and thus lets him/her to respect the expectations of his/her group and help them to fulfil these.

The importance of the monitoring

- **For the managers.** With the help of the mentors managers collect the monitoring results, prepare monitoring conclusions and recommendations for possible improvements. The monitoring helps the manager to find out what succeeded during the mentoring process and what not, did the expectations of the mentees were fulfilled, did the mentoring process helped in achieving the main goal of the project – to increase the level of social inclusion of target groups – and to make the improvements for the future mentoring.



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The aims of the monitoring

- to evaluate the effect of group mentoring process for the project target groups;
- help find the blind-spots of the method;
- provide the recommendations of the possible improvements of the method.



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The objectives of the monitoring

- to evaluate the expectations of the mentees for the group mentoring process;
- to review the satisfaction of mentees in group and individual (if there were any) with the mentor;
- to evaluate were the goals of the mentees been sought for and have they succeeded to reach them;

The objectives of the monitoring

- to analyse why the concrete goals have not been reached;
- to evaluate the effect of group mentoring meetings for the participants of the project;
- to provide the recommendations of the possible improvements of the method.



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Methods of the monitoring

- Initial survey of the mentees;
- Midterm interviews with the mentees and mentors, statistical analysis and creating of mentors profiles;
- Final survey of the mentees and mentors.



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Implementation of the monitoring

- **First phase.** Analysis of the initial questionnaires of the mentees with emphasis on their expectations is done. The analysis should be followed with the suggestions for the contract and the organizational issues for the mentoring process as well to the themes of the discussions.



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Implementation of the monitoring

- **Second phase.** Midterm interviews with mentees and mentors are done. The questions how to improve the process of the mentoring should be included. In accordance of the summary and analysis of these interviews improvements of the mentoring can be made.



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Implementation of the monitoring

- **Third phase.** The final meeting of the mentors and mentees is organised, the questions about overall mentoring process are discussed and the final questionnaire for the mentees and mentors are filled in. Evaluation with the special emphasis on the success and the impact of the mentoring and fulfilment of the expectations of the mentees and mentors is done. The common recommendations for the future are prepared.



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The tools of the monitoring

- initial questionnaires for the mentees;
- plan for midterm monitoring with the questions for midterm interviews with mentees and mentors;
- questions for the final meeting/discussion of the mentors and mentees;
- final questionnaires for the mentors and mentees.



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