

STRUCTURIZING THE MENTORING PROCESS AND SINGLE MEETINGS



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 structure of mentoring process

- Application process:
 - ✓ Selection of the mentees;
 - ✓ Selection and recruiting the mentors according to the needs and wishes of the mentees;
 - ✓ Interviews of the potential mentors made by the manager/coordinator;
 - ✓ Final selection;



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The structure of mentoring process

- Training for mentors;
- Matching/Group forming (4-5 mentees);
- 1st meeting of the group (mentees+ mentor)
 - ✓ Training for the group;
- Mentoring contract.
- Mentees: setting the goals/aims and objectives;



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The structure of mentoring process

- Mentoring process – regular meetings of the groups, filling the diary;
- Additional activities: networking, seminars;
- Final meeting of the groups: conclusion of the process (monitoring and evaluation) and further plans.



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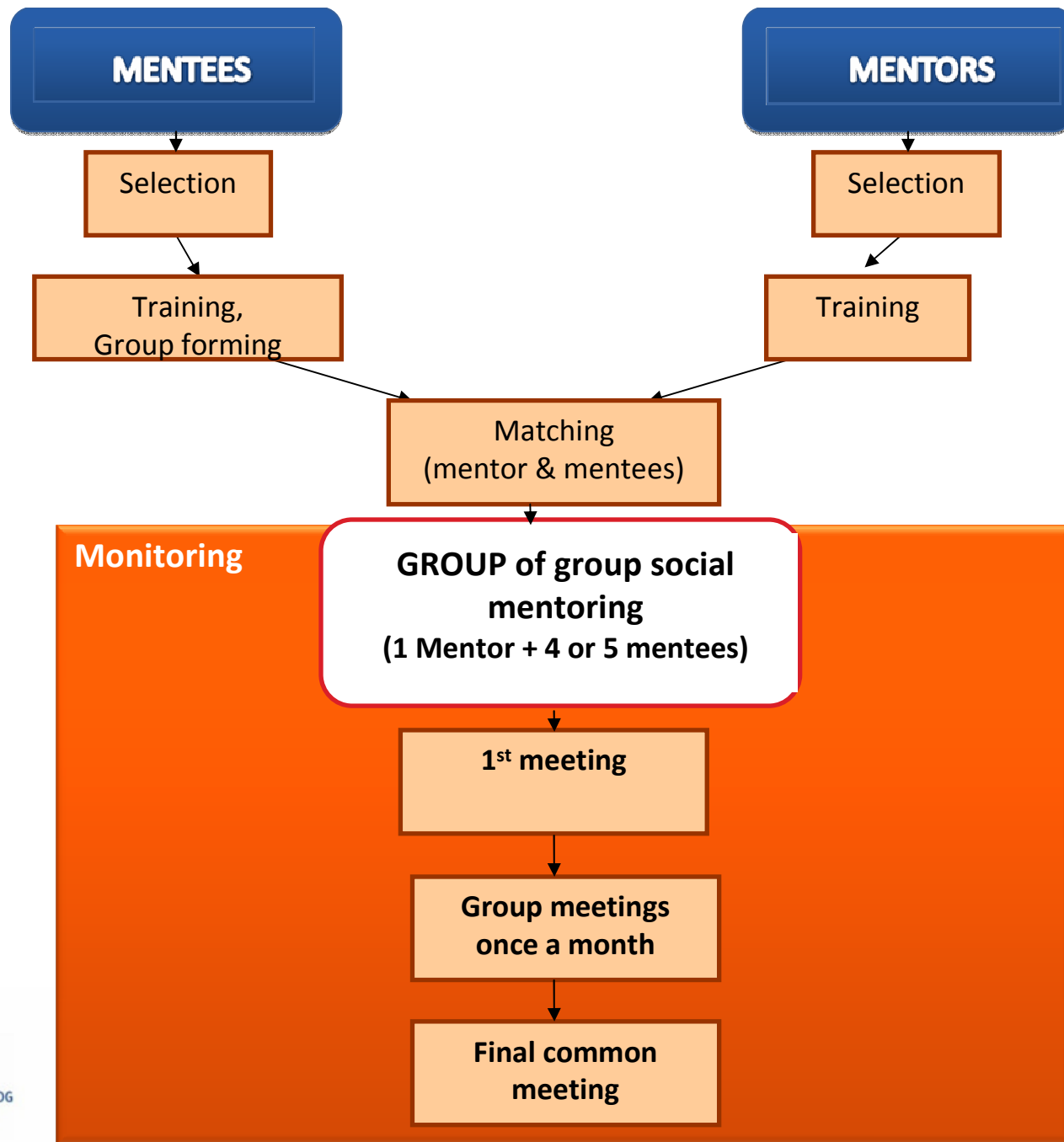
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Path towards the goal

- 1st meeting: getting to know each other, mentoring contract
- Goals, not too many ...
- The goal/objectives have to be concrete and attainable
- What steps are needed to achieve the goal
- What topics will be handled in the next meetings
- Was the goal achieved
- Final meeting: conclusion and further plans



Social group mentoring meetings

- During the social group mentoring process two types of meetings could be organised:
 - ✓ group meetings;
 - ✓ single meetings.



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Single meetings

- Under the request of the mentees the additional single meetings with them could be organised after every group meeting.
- The single meetings could be organised in the same day or the second day after the group meeting;
- They could be organised by the rotation with every mentee following the plan agreed in advance.



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