

INTERNATIONAL CONFERENCE
“SOCIAL MOBILITY MODEL –NEW LEARNING PATHWAYS TO SOCIAL INCLUSION”
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Concept of Group Social Mentoring within Social Mobility Model

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www.socialmobility.eu



INNOVATIVE METHODS AND PRACTICES TO FACILITATE SOCIAL INCLUSION

- **The word mentoring has its roots in Greek mythology.**
- **The story tells that when Odysseus went to the Trojan war he asked his friend Mentor to bring up his son Telemakhos being his friend and advisor.**

MENTORING

What does it mean?

Mentoring means support, advice and guidance of an experienced professional to less experienced person who is called a mentee.

It's a process that has a beginning and an end.

To have a mentor means a structured cooperation with:

- someone who is more experienced in some area of life or working life than mentee.
- with someone who has an access to a richer source of information than mentee has obtained herself/himself.

Such cooperation includes discussions and negotiations with someone having another kind of life experience and who can therefore see things from another point of view than oneself.

THE AIM OF MENTORING

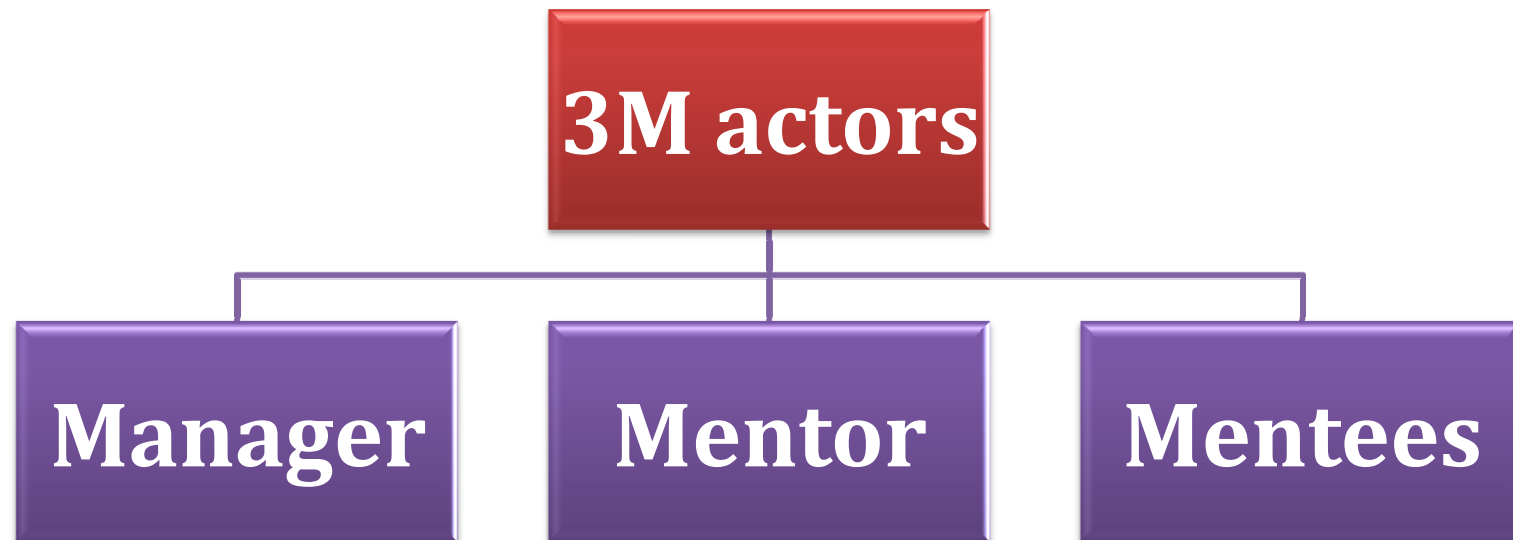
The basic aim of mentoring is to promote and support the mentee`s professional and personal life

- by raising trust in her knowledge and capability;
- by raising self esteem;
- by conveying the mentor`s tacit knowledge, experience and contacts to the mentee;
- by discovering new ways of promoting career.

Group social mentoring

- Mentees set targets both for themselves and for the whole group
- Targets are systematically developed – they give guidelines for the group meetings
- Mentor supports the mentees to reach the targets
- The mentees are encouraged to network among themselves

The main actors of the social mentoring process



Manager

- **Manager** – a person who organizes and supervises the piloting of Group Social Mentoring process

Mentor

Mentor is a skilled, experienced and esteemed person who is willing to support and advise a less experienced person without financial compensation.

- In group social mentoring one mentor works with a group of 4-5 mentees

Mentee

- Is a less experienced person who is willing and able to develop both as a person and professionally.
- The word **mentee** is used generally to describe the less experienced person, the one who is receiving the “guiding”.

THE RELATIONSHIP BETWEEN THE MENTEES AND THE MENTOR

Such guiding from mentor side should be based on:

- the situation of the mentees;
- Sharing;
- Mutual respect;
- Confidentiality;
- Voluntary participation;
- Independence;
- Personal and professional support.

Objectives within the LIGHT project are:

- to equip senior citizens, unemployed and migrants with the skills that they need to cope with changes and remain active in society.
- to identify the particularity of group social mentoring for project's target groups by performing national piloting of social mentoring.

National piloting on Group Social Mentoring within LIGHT project

National piloting on group social mentoring had been performed by partners from Spain, Lithuania (2), Germany, Czech Republic and UK.

Duration of Group social mentoring - 9 months,
(January-October, 2011).



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National piloting on Group Social Mentoring within LIGHT project

SIF	LT	5 mentors	20 mentees (unemployed women)
EIC	LT	2 mentors	10 mentees (senior citizens)
Athena	CZ	2 mentors	10 mentees (unemployed women)
VHS	DE	2 mentors	10 mentees (migrants)
Baobab	ES	2 mentors	10 mentees (senior citizens)
MEH	UK	3 mentors	11 mentees (migrants)

The best we can do for others is
not to share our fortune with them
but
to show where their own fortune lies...



Managers, mentors and mentees in Lithuania





Managers, mentors and mentees in Germany



Managers, mentors and mentees in UK and Czech Republic



Reflections' session from 3M-Actors: Managers, Mentors, Mentees on piloting Group Social Mentoring within the project

Questions to managers

- What are your impressions as a manager of the group social mentoring? What challenges and positive impressions you felt when organizing this process?

Managers answering:

- Hana (CZ)
- Rosina (UK)
- Ferran (ES)

Questions to mentors

- What did you gain as a person during the group social mentoring process?
- Have you changed as a person yourself? Your attitude towards social exclusion?

Mentors answering :

- Anyanna & Joanna (UK)
- Jesus & Luis (ES)
- Uta (DE)
- Violeta (LT)

Questions to mentees

- How do the meetings with mentor and other mentees changed you, your life? Why?

Mentees answering :

- Jolanta (LT)
- Sigita (LT)