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Faculty of Social Sciences
Department of Education

MENTORING AS A METHOD OF SUCCESSFUL SOCIAL INCLUSION

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MENTOR AND MENTEE

- The word "Mentor" has its roots in Greek mythology. The story tells that when Odysseus went off to the Trojan war he asked his friend **Mentor** to bring up his son Telemakhos as his friend and advisor
- The word **mentee** is used generally to mean the less experienced person, the one who is receiving the "guiding".



MENTOR AND MENTEE

Mentor

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

Mentee

- Is a less experienced person who is willing and able to develop both as a person and in her profession.



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.



THE BEST WE CAN DO FOR
OTHERS IS NOT TO SHARE OUR
FORTUNE WITH THEM BUT TO
SHOW WHERE THEIR OWN
FORTUNE LIES



GROUP MENTORING

- The aim of group mentoring is to encourage and strengthen the self esteem, social and professional skills and motivation of the **mentees** and help them to create actively working networks.
- Working in small groups under the guidance of **mentor**.



GROUP MENTORING

- Carefully selected participants;
- Groups of four-five mentees;
- Each group has their own mentor;
- Mentees coach each other;
- Mentor gives support both to the individual mentees and to the whole group;
- 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;
- Networking among the mentees.



MENTEE

- Strong will to develop as a personality and a professional;
- Sets the target to herself towards which proceeds together with other mentees of the group as well as the mentor;
- Trusts the other mentees of the group;
- Follows the mentoring contract;
- Is open, brave;
- Understands that the mentor is not a teacher, consultant or boss.



MENTOR

- An experienced and esteemed person who sincerely wants to guide, support and help the mentees without financial compensation;
- Opens her own networks to the mentees;
- Guides the mentees to realise themselves to which direction to proceed with the targets;
- Is responsible to keep the mentees' issues confidentially;
- Is a role model for the mentee.



Main areas the Mentor should be active/supportive:

- ***Discussion partner***: good listener, good adviser, excellent interactional skills, plenty of time, good role model, reliable;
- ***Constructor of bridges***: networks, open doors;
- ***Inspirer***: encourage, support self-esteem, belief in own knowledge.



MENTOR

- Gives constructive feedback;
- Helps to do a development plan;
- Asks the right questions (what is the problem, whose is the problem);
- Shows different alternatives to solve the problem;
- Evaluates the decision made by the mentee.



GROUP MENTORING AS A PROCESS

- Mentees: setting the targets;
- Mentoring process – regular meetings of the groups;
- Conclusion and further plans.



GROUP MENTORING AS A PROCESS

- Selection of mentees (applications and interviews);
- Group forming (4 mentees);
- Training for the groups;
- First group meeting (only mentees);
- Selection of a mentor (according to the wishes of the group);
- Training for mentors;
- Training for mentors and mentees;
- First group meeting mentor and mentees;
- Mentoring contract.



GROUP MENTORING MEETINGS

1. Get to know each other, backgrounds, name to the group, mentoring contract, the wishes concerning the mentor, dates for the next meetings;
2. Get to know each other and the mentor continues, the targets of the mentees;
3. From the targets of the mentees to the common target of the group, a plan how to achieve the target;
4. The group meetings continue, dealing with the targets;
5. The conclusion of mentoring, were the targets achieved? Future plans?



AGENDA FOR GROUP MEETINGS (suggestion)

- 1 How is everyone?
- 2 Current issues;
- 3 Dealing with the target;
- 4 Agreeing upon the topic (the point of view) for the next meeting;
- 5 Homework for the mentees for the next meeting?



TOOLS FOR GROUP MENTORING

- Mentoring contract;
- SWOT;
- Targets of the mentees;
- Diary;
- Path towards the target.



MENTORING CONTRACT

- Duration of mentoring process (starts/ends)
- The mentees commit and take the responsibility for setting and reaching the targets, the mentees support each other
- Suggestion is that the groups meet once a month, 3 hours per time. Time and place will be appointed together.
- When/how to contact between the meetings
- The mentees and the mentor are open in discussions
- The discussions are strictly confidential, all participants commit to keep them secret even after the process
- The mentor works without financial compensation
- The advices given by the mentor or the other mentees are only guidelines, the mentees are responsible for their own decisions
- The mentees and the mentor follow the realization of the target. In the last group meeting the mentees write down what has been reached and how to continue.



PATH TOWARDS THE TARGET

- First meeting: getting to know each other, mentoring contract...
- Target
- What steps are needed to reach the target?
- What topics will be handled in the next meetings?
- Was the target achieved?
- Conclusion and further plans...



THE RELATIONSHIP BETWEEN THE MENTEES AND THE MENTOR

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



BENEFITS FOR A MENTOR

- An increased awareness of the issues facing women;
- A chance to help the mentees succeed;
- Positive publicity and image;
- New contacts;
- Increased self-awareness, Personal growth;
- New ideas and methods.



BENEFITS FOR MENTEES

- Better understanding of life;
- New attitudes and values;
- Learning from other mentees;
- New network through the own group;
- Widened networks through the mentor;
- The mentor can be a role model.



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THANK YOU

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