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Mentoring



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Mentoring

Mentoring is a powerful, adult learning partnership program where senior leaders in an organisation play the role of a mentor to assist mentee (employee) with personal and career development through guiding, role modelling, sharing knowledge and providing emotional and professional support.

In today's global world, we find organisations embrace the mentoring practices with an aim to achieve specific, mutually defined goals that focus on developing the mentee's skills, abilities, knowledge, and thinking. Our day long program on mentoring provides a framework to facilitate participants to understand the changing dynamics of mentoring process, role of mentor and mentee, support structures required for its success, benefits and potential pitfalls of mentoring.

Mentoring is not a new concept to India. The concept of mentoring and its practice finds its roots in Indian mythology. Lord Krishna had mentored Arjuna in Mahabharath. We are aware of the wisdom that Lord Krishna passes on to Arjuna during the war. In ancient Indian history we also find that Chanakya had mentored Chandragupta Maurya to conquer and consolidate a large empire. Today, if we look around, we will find several live examples of mentoring in public domain - where a senior doctor is mentoring his or her protégé (mentee), similarly a sportsperson, corporate czars, a Manager, etc. However, it has evolved over time and finds a place in various organisational settings.

Program Objectives

The objectives for this program are:

- Train participants to be effective mentors to involve mentees in diagnosing, planning, implementing, and evaluating their own learning.
- Play the role of a facilitator to create and maintain a supportive climate that promotes the conditions necessary for learning to take place.
- Moving from a "Mentor directed and responsible for the mentee's learning" paradigm to "Self-directed with the mentee responsible for own learning" paradigm. Adopting adult learning methods.
- Determine goals and specific outcomes from the mentees to measure their readiness for learning and its application in the organisation.

- Understand the changing dynamics of mentoring models, where there are multiple mentors over a lifetime and multiple modalities for mentoring like individual, group, and peer models; multiple and varied venues and opportunities.
- Orient participants to Emotional Intelligence to facilitate mentees to be self directed in learning.

Workplace Outcomes

Back in the workplace

- Participants will understand the objectives, strategies and systems of mentoring well.
- Participants will appreciate and understand the importance of good match of mentor and mentee.
- Participants will set SMART goals with mentees for successful mentoring.
- Participants will appreciate the importance of support structures and actively participate in the process of organisational building.

Duration: 1 day

Methodology:

The workshop will have interactive lecture sessions, power point presentation, management games, and role-plays. Use of a questionnaire analyzing the occupational characteristics of the individual.

Participants: Managers and above.