



## Workshop 'Common Success Factors Mentoring'

The aim of the workshop is to create dialogue about mentoring and thus creating support within the educational organisation to carry out the mentoring programme and to stress the importance of an individual approach.

This workshop is designed to create discussion about the advantages of mentoring. VET board, managers, teachers, etc. are invited to think about the advantages of mentoring for their school. The workshop will enable the Supreme Mentoring Team to involve VET stakeholders to determine what they feel is the most important success factor of mentoring. Executing this workshop illustrates that different people have different priorities when considering mentoring. That is why the individual approach

of the mentor and mentee, but also of stakeholders, is of great importance. The workshop can also be led or assisted by students.

**Resources:** 1 hour | discussion leader | 10-20 VET-stakeholders | whiteboard / flip-over | 5 sets of Key-assets cards

**Step 1) Form groups** Split up the group in pairs of two, depending on the size of the group.

**Step 2) Key-assets cards** Hand out sets of key-assets cards\* with one liners expressing the key advantages of the Supreme Mentoring Programme.

Inner strength in people – Empowerment	Match based on unique people – Authenticity
Linking VET to industry & other stakeholders	Customized services
Businesslike approach – Networking	Match based on mentees learning goals & mentors experience
Focus on people rather than the organisation	Focus on student
Communicate WITH people instead of ABOUT them	Recognizing learning goals behind learning goals

\* The phrases are developed by Dutch students and mentors when discussing the most important success factors of mentoring.

**Step 4) Discussion** Explain that all groups will have 20 minutes to put the Key-asset cards in order of importance. 1 is most important and 10 is least important. Having to put the key-assets in order of importance stimulates discussion and creates awareness and understanding of the key success factors of mentoring.

**Step 5) Central Discussion** Let all pairs present the outcomes and discuss them. Summarize the top three outcomes on the whiteboard / flip-over. Recap on the aim of the workshop and on the importance of dialogue about mentoring.