



## Workshop 'Effective Mentoring'

The aim of the workshop is to create dialogue about the different aspects of mentoring and as a result deciding on the priorities for the school that is implementing mentoring.

By creating dialogue within the school and involving external stakeholders in the process, the Supreme Mentoring team that is responsible for the implementation of mentoring in the school program grows familiar with all aspects of mentoring. The workshop is designed to get deeper understanding of the aspects that are most important for the specific situation of the school that is implementing it. The SUPREME Mentoring Programme is designed as a guiding methodology for implementation of

mentoring in VET schools. The strategy to implement SUPREME mentoring is to be adjusted according to local circumstances and the VET schools' situation. Only by taking into consideration the national situation and long term objectives of a school, successful implementation of Supreme Mentoring can be achieved. Deciding on priority and importance of the different aspects of mentoring is there for crucial. The Powerful mentoring workshop is based on the recommendations of US mentoring researcher *Jean Rhodes*.

**Resources:** 1 hour | discussion leader | 6-12 people from the Supreme mentoring team and stakeholder | 3/4 sets of cards

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

**Step 2) Cards** Hand out sets of cards\* with statements with important aspects of the Supreme Mentoring Programme.

<b>1) Address the right youth.</b> Some don't need it. Some don't trust it. Aim at the middle group capable of relationships but lacking it.
<b>2) Invest in your mentors.</b> So that they stay in the programme. So that they sign in and turn up. So that they have skills for and adults – youth relationship. For advocacy.
<b>3) Monitor your programme and matches.</b> One sign of effectiveness is the length of the mentor relation.
<b>4) Make mentoring a part of youth programmes.</b> After the programmes end, the effect stays due to the mentoring relationship. Long lasting effect.
<b>5) Recruit mentors carefully.</b> Look for sensitiveness and positive attitude towards youth. Aim at correct expectations both ways.
<b>6) Experiment with youth initiated mentoring.</b> Teach them to be open for support and contact. Let them determine their own match.
<b>7) Focus on the quality of the match.</b> Avoid mass production just for the sake of your board. When making a match, seek common interest and the feeling of being connected.
<b>8) Aim at after school meetings between mentor and mentee.</b> So that youth don't skip classes. So that they stay focused.

\* The phrases on the cards are quotes extracted from the speech of Prof Dr Jean Rhodes, Center of Evidence Based Mentoring, Boston USA, during the International Mentoring Congress in Heerenveen, NL in March 2014. [http://www.mentorprogrammafriesland.nl/pageid=823/Keynote\\_speaker\\_Prof\\_dr\\_Jean\\_Rhodes.html](http://www.mentorprogrammafriesland.nl/pageid=823/Keynote_speaker_Prof_dr_Jean_Rhodes.html)

**Step 4) Discussion** Explain that all groups will have 20 minutes to choose the 5 most important statements. Having to choose the 5 most important statements encourages discussion and creates awareness and understanding of the key success factors of mentoring.

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