

ROBUST MENTORING

11th October 2019, DIU, Dallas
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Mentoring is coming
alongside and passing
on competencies.

SIL TRANSFORMATIONAL STATEMENT 5:

We are committed to growing,
adapting and applying our expertise.

Good robust mentoring is the oil for professional development.



Without mentoring the whole system can feel impersonal and grind to a halt.

How robust is our current mentoring in SIL?

- “She was a brilliant mentor to me, my wife, my whole family.”
- “You don’t need a mentor. Just go and learn your job!”
- “I don’t know how to do mentoring.”
- “I don’t know what a mentor is supposed to do, you will have to show me how to mentor you.”
- “I love mentoring him, not only is he a cultural guide, he helps to spot things I miss.”
- “I have a mentor on paper but we hardly meet.”

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Lack of clarity

Lack of training

Lack of vision and strategy



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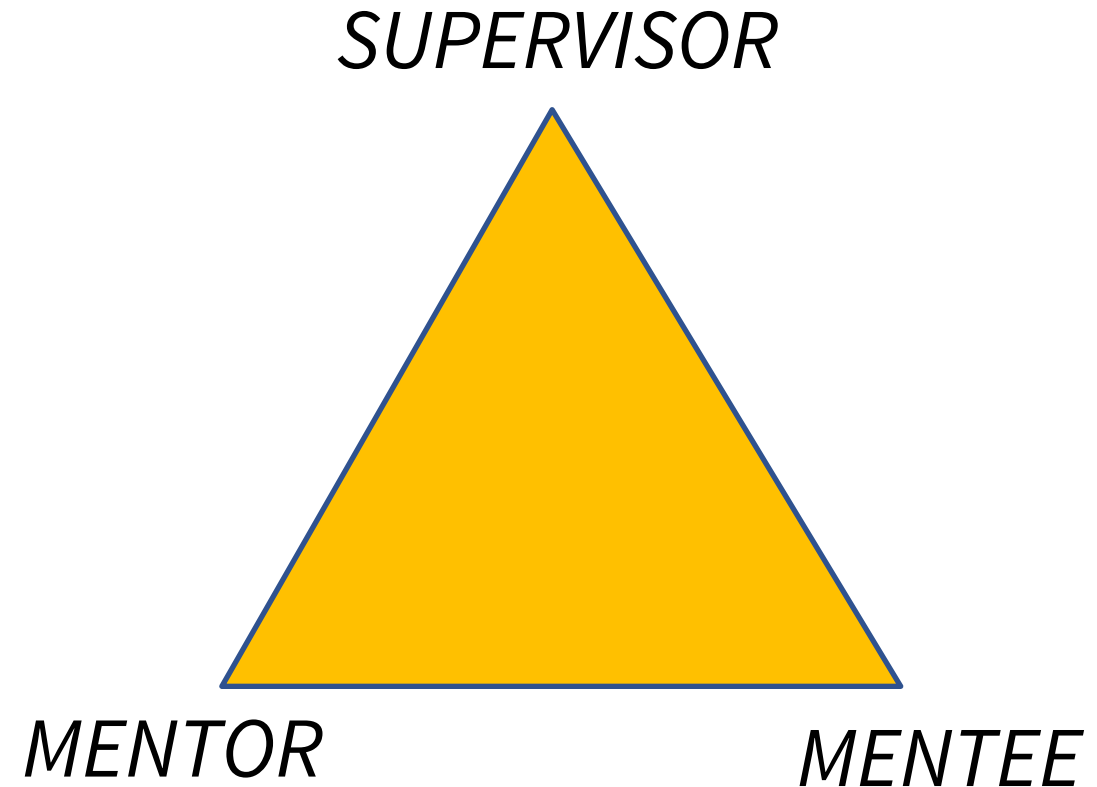
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Formal mentoring in an organization can **clarify** what is expected of:

- **mentor**
- **mentee and**
- **their supervisor(s)**



Different types of formal mentoring:

- Traditional one-to-one mentoring
- Constellation mentoring
- Group mentoring
- Peer mentoring
- Hybrid

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Robust Mentoring in Africa - Launch Event

30 September - 4 October 2019



Topics Discussed During the Launch Event

1. Formal Mentoring
2. Mentoring relationships in the Bible and what we can learn from them
3. Cross-cultural challenges in mentoring and local resources for mentoring in Africa
4. Coaching tools for mentors

MENTORS & COACHES

“THOUGH GOOD ADVICE LIES DEEP WITHIN A PERSON’S HEART, THE WISE WILL DRAW IT OUT.” *Proverbs 20:5*



ADVISING

ASKING

MENTORS PUT IN. COACHES DRAW OUT.

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OUR VISION

is to ensure that mentoring
becomes a part of the DNA of our organisation.

SHORT- TERM STRATEGY : in next 6 months

- Multiply mentoring skills
- Advocate for mentoring
- Community of Practice to support mentors and mentees