



Mentoring in ToT

Each participant in ToT has the great opportunity to be supported in his/her “learning path” by a mentor – in practice by one of the three ToT-trainers.

What is mentoring about?

- one person helping another to achieve something
- giving help and support in a way that will empower the mentee to move forward with confidence towards what he/she wants to achieve.
- creating an informal environment in which the mentee can feel encouraged to discuss their needs and circumstances openly and in confidence with another person who is in a position to be of positive help to them.

As learning mentors we see ourselves neither as “experts on all aspects of training” nor as “therapists” – and certainly not as “examiners”! As learning is a holistic process, the relationship will give time for both professional and private matters as they relate to the participants learning during the entire ToT-course.

Process of working:

- 7 mentor meetings are foreseen during the ToT course (1 during sem. 1, 2 between sem. 1 and 2, 1 during seminar 2, 2 between seminar 2 and 3 and 1 during seminar 3)
- times and dates for the meetings are agreed on during the seminars
- during seminar 1 each participant is appointed a mentor
- participants will have the same mentor during the whole course
- mentor meetings in between the seminars will be done by Skype or telephone

General rules:

- the agenda of the meeting is set by the participant
- although there is sharing between team members regarding the “learning paths” of various mentees, the content of any discussions of a personal nature remains confidential between the mentor/mentee concerned
- time allocated to mentoring: team suggests around 30 minutes per meeting.



Setting the agenda of a mentor meeting

From our experience we know that sometimes participants get stressed when confronted with an upcoming mentor meeting. What do I have to say? I don't have a problem – what should we talk about? What is expected of me? Questions of this kind can sometimes block participants from taking full advantage of the great offer of having a mentor – because that's what it is: an offer!

An offer for supporting your learning and professional development as a trainer in this year!

What does this mean in practice for the mentor meetings?

1. It is a chance to reflect, discuss something which happens within the ToT-course – what happened in a seminar; what is going on in your training project team; or to support you with your ToT learning commitments.
2. There is a specific training-related experience, a case, you would like to analyse for you to understand better and learn from it.
3. You read an article, a document from the ToT-library which you would like to discuss.
4. You feel blocked with this self-directed learning approach – a chance to use the mentor meeting for this; to learn more about yourself as learner. On the ToT-wiki site you can find questionnaires around learning styles and self-directed learning. Why not do one of those and reflect about it together with your mentor?
5. You finally find some time to go deeper into the ToT self-perception inventory and assess your trainer competences – good chance to get full attention for it in your mentor talk.

Yes, it needs time and attention – that's true!

But participants who have "used" mentoring actively have evaluated it very positively at the end.

So, make the most of this opportunity!