

MENTORING: AN ODYSSEY OF RELATIONSHIP BUILDING AND SELF-DISCOVERY

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OBJECTIVES

By the end of this presentation participants will be able:

- To understand the mentoring domains & concepts.
- To apply the lessons in their personal and professional roles.
- To evaluate effectiveness of mentoring in a variety of settings.

MENTORING DOMAINS

- Establish Relationships
- Facilitate Learning
- Assessment and Accountability
- Evaluation
- Learning Environment
- Practice Context
- Evidence-Based Practice
- Leadership

MEASURING MENTORING COMPETENCIES

- Valid & Reliable Instrument
- Effective Communication
- Aligning Expectations
- Assessing Understanding
- Fostering Independence
- Addressing Diversity
- Promoting Development

(Fleming et al., 2013)

MENTORING FRAMEWORKS

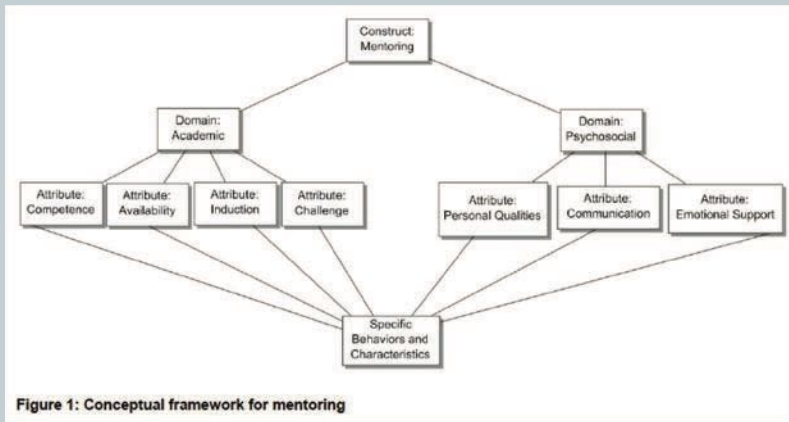
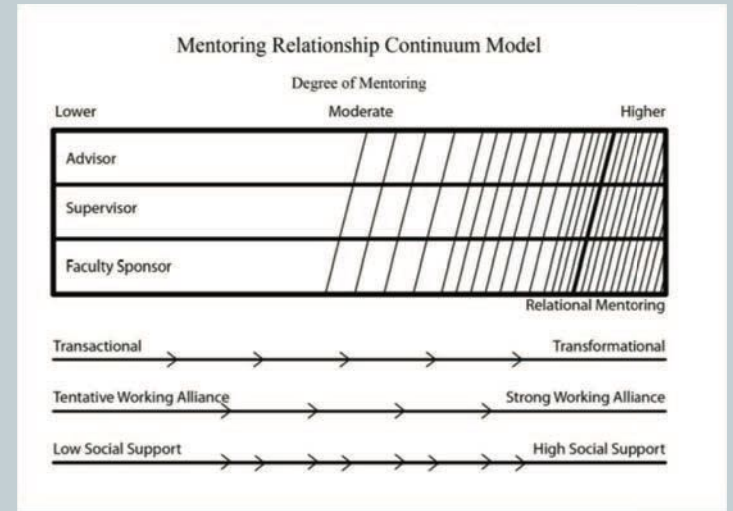
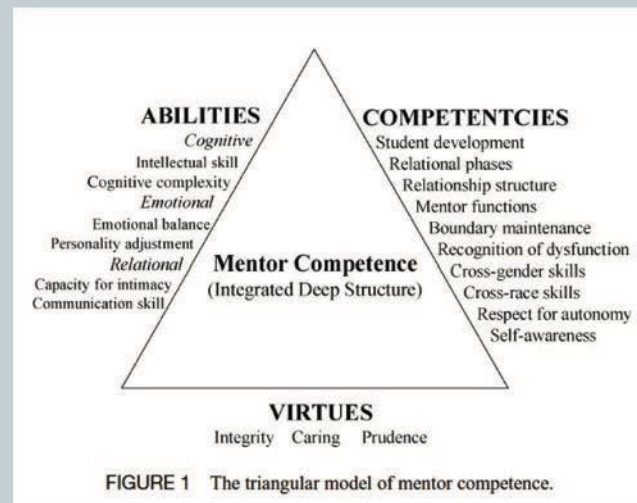


Figure 1: Conceptual framework for mentoring

(Yob & Crawford, 2012)



(Johnson & Kaslow, 2014)



(Johnson, 2003)

LEARNING ORGANIZATION

- Shared Vision
- Team Learning
- Personal Learning
- Mental Model
- Systems Thinking

(Senge, 1994)

IMPLEMENTATION FOR SUSTAINABILITY

- Mentorship is more than simply teaching someone how to complete a task.
- Mentorship is active and intentional implementation practice and science that supports fidelity to an intentional and iterative process of implementation with role modeling as a foundation.

(NIRN, 2016)

MENTORING ASSESSMENT

The Mentoring Competency Assessment (MCA)

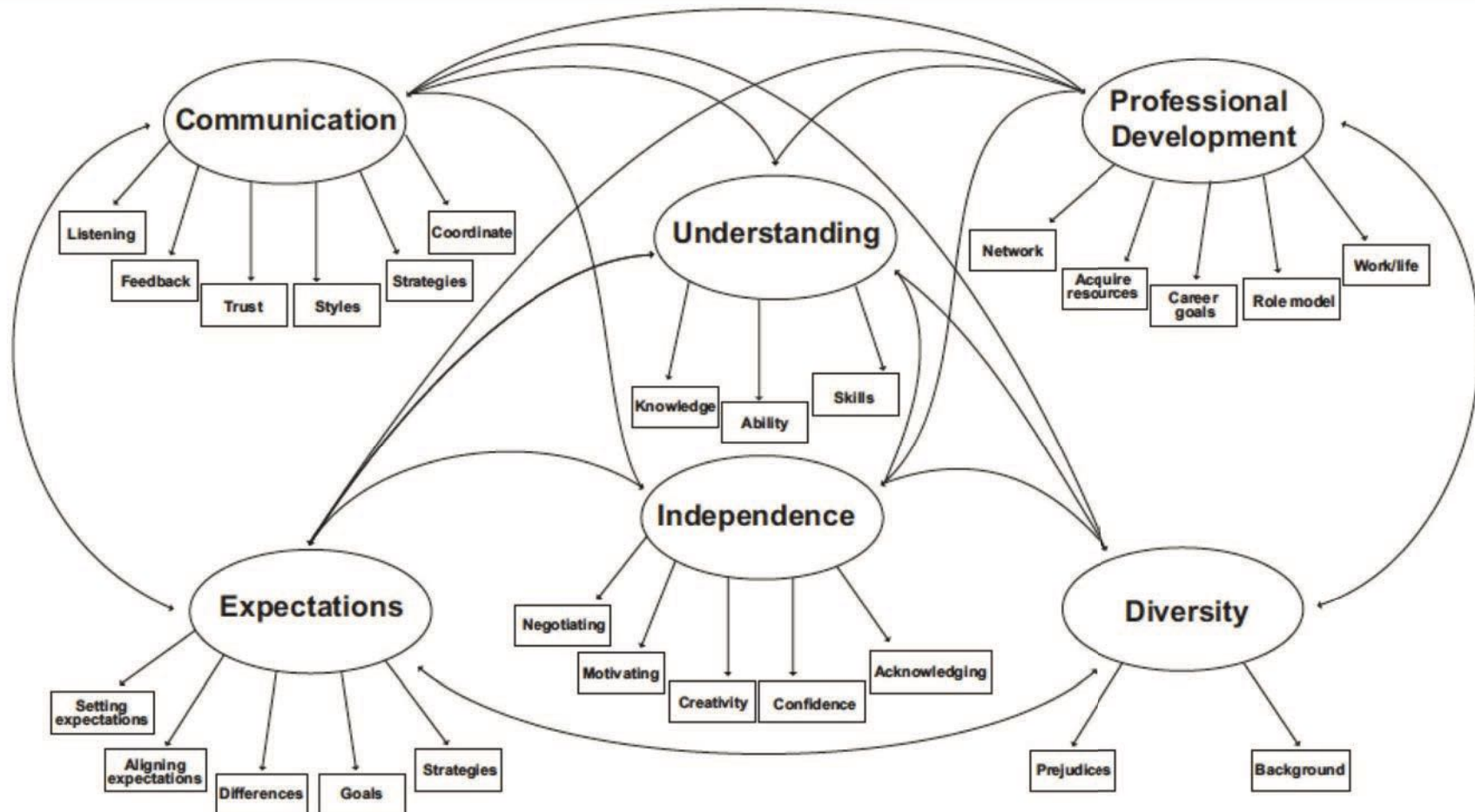


Figure 1 Relationships between the six mentoring competencies and the 26 mentor skills used to conduct the primary analysis.

(Fleming et al., 2013)

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