



DO YOU WANT
A MENTOR

OR

DO YOU WANT TO BE
A MENTOR?



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WHY IT's so GREAT !

Your profession is
developing vigorously
in a short time

Learning from each other through each other

Networking

Personal
development

Increased communication skills

Exchange of
experience

Problem solving

Mentoring allows the Mentee to explore new ideas in confidence

PMI SWEDEN MENTORING HANDBOOK

MENTOR

Provide support, guidance and development opportunities based on agreed objectives.

Is a guide to help to find the right direction, to develop solutions to career issues

Have empathy and understanding

Provides opportunities to think about career options and progress.

Helps the Mentee to believe in her/himself and boost her/his confidence.

Asks questions and challenge, while providing guidance and encouragement.

MENTEE

Ensures that the scheme is used as an opportunity for personal development, based on agreed objectives

Explores new ideas in confidence

Is given a chance to look more closely at her/himself, her/his issues, opportunities and what she/he want in life.

Its about becoming more self-aware, taking responsibility for your life and directing your life in the direction you decide, rather than leaving it to chance.

The principles of **mentorship** and the differences with **coaching**

"Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be."

Eric Parsloe, the Oxford School of Coaching & Mentoring

ICF defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential

International Coaching Federation

This Mentoring scheme expects the **Mentor to be more experienced than the Mentee** to pass on specific advice and examples from their own experience. The Mentor will help the Mentee improve their professional skills in the project, program and portfolio management disciplines, according to their needs stated on application.

PMI Handbook

"The client sets the agenda. The coach energizes, asks, listens and invites the client to discover, dream, re-design and deliver.

The coach uses clear evidence-based methodology but **doesn't deliver answers.**"

International Coaching Federation

While **mentoring** use **coaching skills**



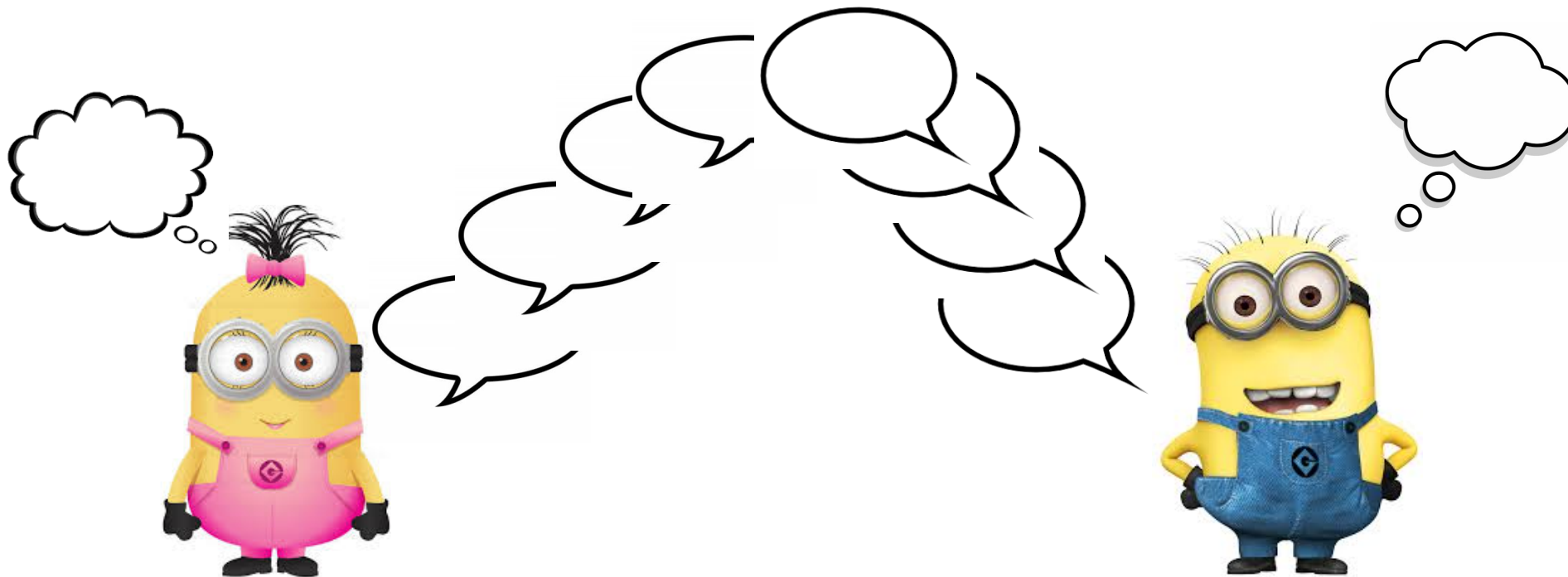
THE RELATIONSHIP

It is recommended that the Mentors and Mentees think in advance of what they want out of the mentorship as well as what they bring into the mentorship.

This will help finding a good match and set a common goal for their mutual learning journey

Use coaching skills in your meetings

ACTIVE LISTENING



COMMUNICATION TOOLS, TIPS & TRICKS

What do you think about...?

How come...?

In what more ways/situations/xxx...?

Who could...?

What areas are of interest?

And if you knew – what....?

When does this normally happen?

Tell me more...?

Open questions

Will you come tomorrow?

Are you happy with your situation?

Can you do this?

Closed questions

COMMUNICATION TOOLS, TIPS & TRICKS

Ask an open question to the following statements:

1. A lot of things are new for me.

1a. What is new?

1b. In what way is it new?

2. I want it to be perfect.

2a. How come that is important for you?

2b. What does perfect mean for you?

3. These virtual meetings are just booring.

3a. What makes them booring?

3b. What ideas do you have to make them less boring?

3c. Tell me more?

COMMUNICATION TOOLS, TIPS & TRICKS

Summarizing

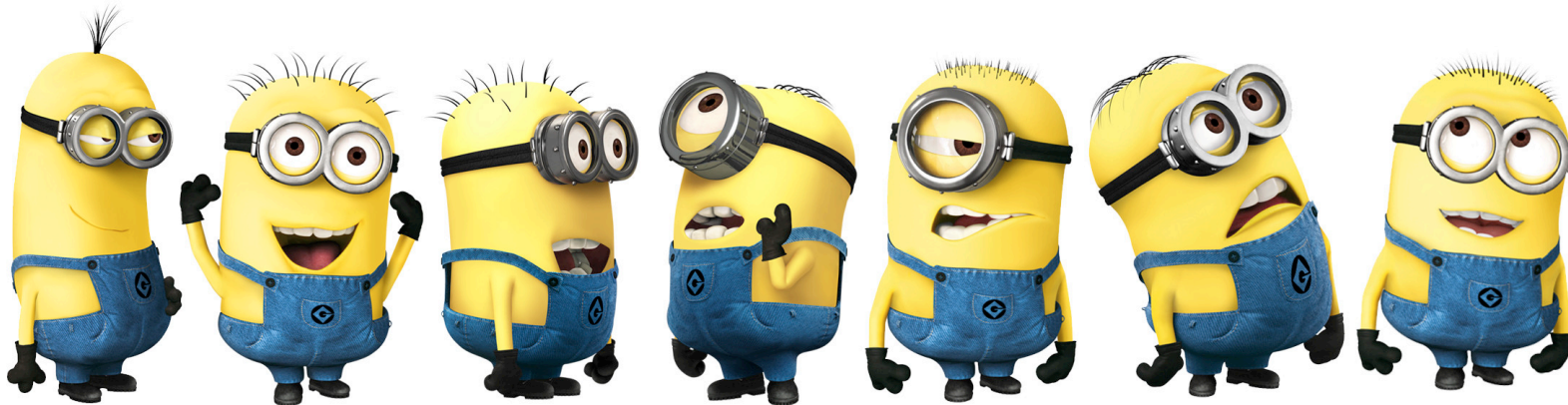
Small – Medium - Large

Examples:

Please summarize what you would like us to talk about today?

Have I understood correctly if...?

What I would like to say regarding this is...



Body language



WHAT DO YOU DO IF IT DOES NOT WORK?

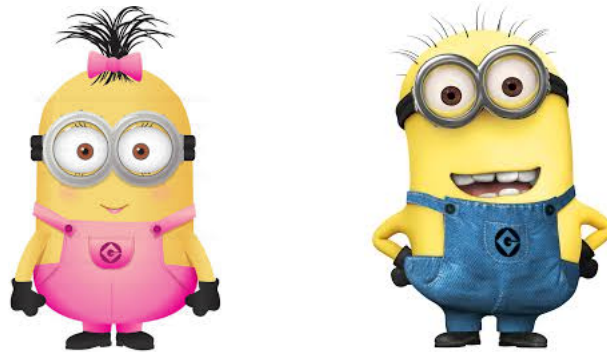
Sharing knowledge is our focus!

Say it, listen, adjust, evaluate

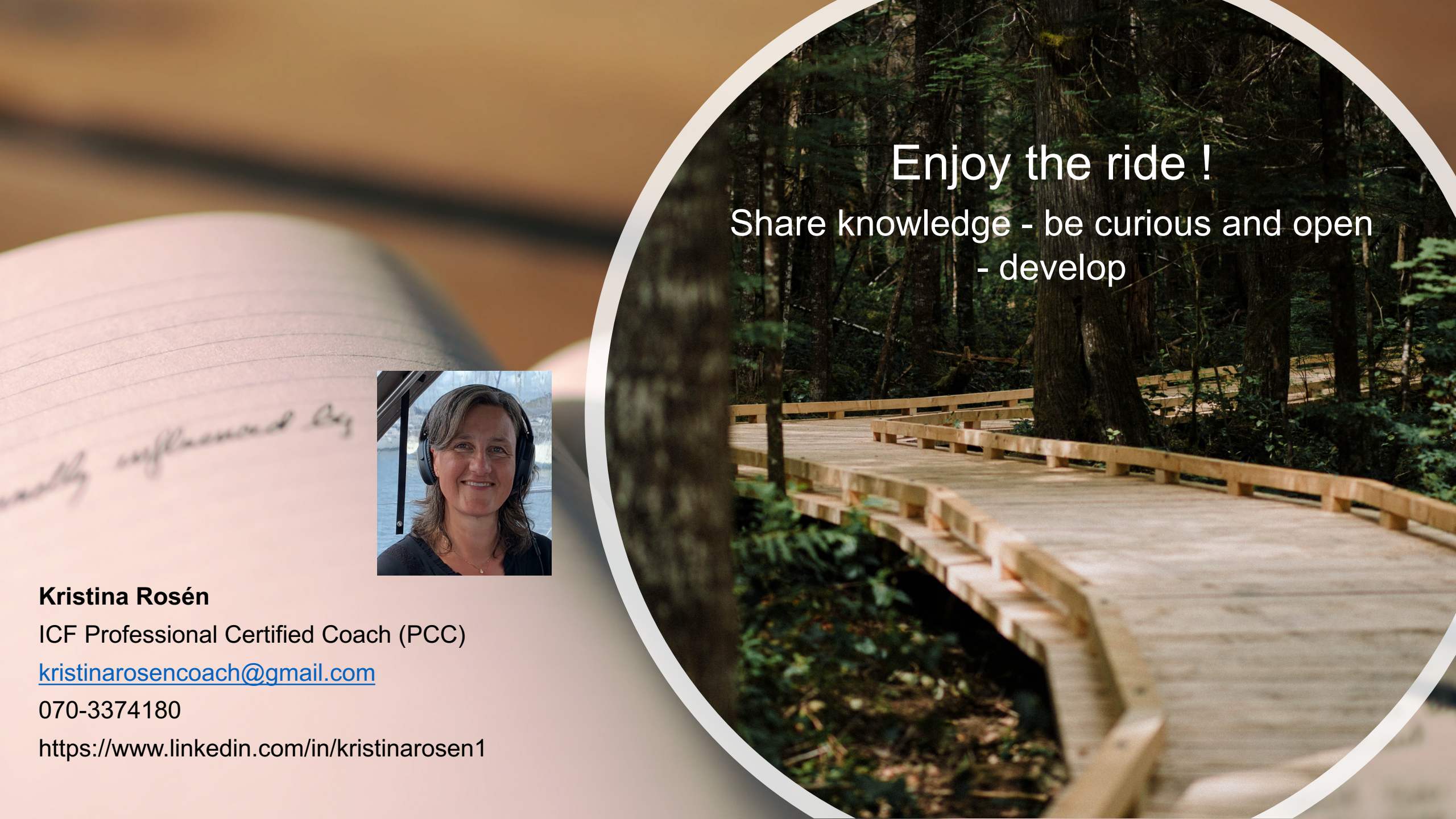
My opinion, your opinion, our solution

Have an open mind and use your curiosity

so...GRAB THE OPPORTUNITY



become a...MENTOR and/or a MENTEE



Enjoy the ride !

Share knowledge - be curious and open
- develop



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