



Mentoring

Course Description

This course introduces students to the basics mentoring and the characteristics of a good mentor. Students will learn about the benefits of a mentoring program, and how to develop, implement, and evaluate the success of a mentoring program. Course activities cover selecting mentors and the people to be mentored, defining the mentor's job, matching mentors, establishing strong mentoring relationships, and maximizing the benefits of mentoring. Students also learn how to set effective goals and become effective learners when they are being mentored, and how to choose a mentor.

How You Will Benefit

In this course, students will:

- ◆ Identify various ways of mentoring, and role of mentoring.
- ◆ Implement organizational strategies through mentoring.
- ◆ Understand the purpose of and criteria for a successful mentoring program.
- ◆ Develop a mentoring program, and select mentors and mentees.
- ◆ Become an effective mentor. Choose and manage a mentee.
- ◆ Build a strong mentoring relationship and learn how to end a mentoring relationship.
- ◆ Practice developing these skills in a safe and supportive setting.

Course Content

Mentoring Basics

Students learn about the functions of mentoring, such as coaching and shadowing. They learn that mentoring can take place one-on-one, in a group, or through e-mentoring.

- Ways of mentoring
- Roles and competencies
- Organizational strategies

Mentoring Programs

Students learn about the benefits of a mentoring program can bring to the organization, mentees and mentors. They learn that the factors that make a mentoring program successful are a well-designed infrastructure, having short-term and long-term goals, and having a time frame for participation.

- Understanding mentoring programs
- Developing mentoring programs
- Selecting participants

Dimensions and Styles of Mentoring

Students learn about the dimensions of mentoring: the interpersonal, informational, facilitative, confrontational, motivational, and analytical.

- Mentoring dimensions
- Learning and mentoring styles

Mentoring Effectively

Students study the guidelines for effective mentoring. They learn about the importance of listening and communicating, as well as the importance of confidentiality.

- Effective mentoring relationships
- Choosing and managing mentees
- Effective mentees

Mentoring Relationships

Students learn how to build a strong mentoring relationship, and about the stages in a mentoring relationship. They learn about guidelines that participants can follow in order to develop strong relationships and how to set goals for effective mentoring. They also learn how to ensure effective mentoring and how to empower themselves. Finally, students learn how and when to end a mentoring relationship.

- Building strong mentoring relationships
- Successful mentoring relationships
- Ending mentoring relationships