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**Leadership Development  
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# **Mentoring Next Steps: Experience & Reflection**

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## Overview

The mentorship process is a focus of LDI. It is our belief that mentorship is a leadership skill. Though the LDI mentor-mentee relationship was atypical, (as mentor and mentee are not self-selected, face to face meetings are episodic and most mentoring takes place from a distance, etc.), evidence and the LDI experience supports the value of this relationship.

In each of the Residential Courses, the mentorship relationship is encouraged and deepened. As LDI progresses, each Leader will begin to move from mentee to mentor, and will begin to practice mentorship in their own context. Being mentored by more senior practitioners and mentoring others at the same time promotes personal and professional growth.

The interaction between the mentor and mentee may be dynamic, ranging from 'trainer' to 'coach' to 'supervisor' to 'therapist'. The skills of mentoring and coaching needed to support the completion of the LDI activities include skillful listening and holding an attitude of respect and trust between the mentor and mentee.

## Objectives

After this presentation, participants will:

1. Understand the trajectory of their own Mentor-Mentee relationship and impact of it.
2. Know how to transition from being a mentee to a mentor.
3. Describe some challenges of mentoring.

## Important Teaching Points

- Awareness of self, reflection and facilitation skills are core strengths.
- Create a safe space to grow personal skills, relationships, and vulnerabilities.
- Be curious about each other, and embrace the differences.
- Be clear about your own path, and how it differs from the other person's path.
- To foster a safe environment and encourage growth:
  - Listen and acknowledge work-life pressures.
  - Communicate clearly about expectations, work and the process.
  - Minimize confrontation about conflicts and unmet expectations.
- Intermittently evaluate the process, (is it working?) and negotiate areas for improvement.
- Close the relationship with intention, respect and appreciation during a final debrief.
- Please refer to the PowerPoint on [www.IPCRC.net](http://www.IPCRC.net) for further detailed information.

## Resources / References

1. Zachary, L.J. (2011). *The Mentor's Guide: Facilitating Effective Learning Relationships* (2nd ed.). San Francisco, CA: Jossey-Bass.
2. Zachary, L.J. & Fischler, L.A. (2009). *The Mentee's Guide: Making Mentoring Work*. San Francisco, CA: Jossey-Bass.