



OhioHealth

BELIEVE IN WE™

Growing Global Leaders... Advancing Palliative Care



From Mentee to Mentor

Part 1: Experience & Reflection

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Mentorship

LDI

Reflection and sharing

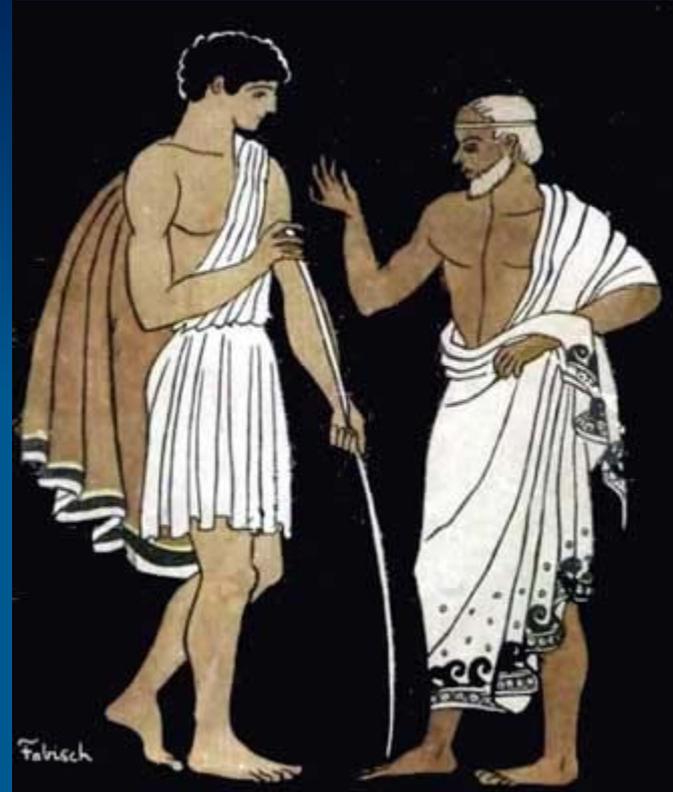
Mentor experiences

Future – post LDI

Reflection and sharing

Mentor

**Wiser and
more
experienced
person
helping and
supporting a
younger one**



Mentor and Telemachos

Who is a mentor today?

No clear definition

- Trainer
 - Helps to do
- Coach
 - Helps self development
- Supervisor
 - Helps with advice
- Therapist
 - Helps to feel

- Sports
- Craftsmanship
- Academia
- Arts
- School
- Psychology

The walnut – content and process



WHAT

Budget Deadline

IDP Deliver

Content

Result

Task



Trust Comfort

Friendship

Respect
Body language

Feelings

HOW

The mentoring process

Content:

Trainer, supervisor
Goals and skills

Goals

Wishes



Results

Growth

Relation:

Coach, therapist
Relation and emotion

To be/come a mentor

- **Awareness of self**
Reflection, facilitator role vs ego
- **Curiosity of understanding the mentee**
History, experience
- **Perspective**
Own path/development/career
versus
Mentee's path...

Mentorship - framework

- **Prepare and initiate**
 - **Why do you want to be a mentor**
- **Roles and contract**
 - **Negotiate and agree**
 - **Time, expectations, confidentiality**
- **Work and process**
 - **Agenda, time, build relation, issues, process**
- **Evaluation and closure**
 - **How did it work out, what did you learn**

Mentorship in LDI

- **Assigned a mentor**
Pros and cons
- **Mentor from other country and context**
Cultural
- **Mentorship at a distance**
Few face-to-face meetings
- **Goals and evaluation of success**
IDP: leadership projects and skills; narrative
Evaluation

The mentoring process

Content:

Agenda, IDP, time, issues, deliver

Goals

Wishes



Results

Growth

Relation:

Get to know, friendship, respect,
conflicts, boundaries, contacts,
communication

Take a moment to reflect!

**Your mentee-mentor
experience during LDI**

- **Content vs relation (walnut)**
- **What was good and gave meaning**
- **What could be improved**
 - **”I had wished /needed/wanted to see more of...”**

We met as often as I wished

Our meeting/contact has had the same priority for both of us

It always felt good to meet

We always talked about topics important for the mentee

My mentor/mentee is a good listener

Sometimes we just talked and time went by

We would have profited from more structure in our contact

There should have been more spontaneity in our contact

I often got new ideas when I met my mentor/mentee

Our conversions often led to a concrete change for me

Sometimes it felt as if my mentor/mentee was stressed

From mentee to mentor –

Part 2: The next steps



One of the mentors shared...

- Trainees typically accept without question what a foreign “expert” says out of politeness and hospitality. But this does not mean that they will implement what they learned...



For what reason?

- They may not trust the expert enough or, more likely, their bosses will not let them apply the new knowledge



This mentor's strategy

- It is crucial for me to encourage mentees to dream their own visions, to formulate what they want to do and what they think is possible within their institutions, and then help them realize their dreams



The mentoring process – LDI model

Content:
Solve a problem

Goals

Wishes



Results

Growth

Relation:
Support dream, vision, own possibilities

Mentors expressed...

- Human growth is essential to mentoring fellows and trainees in palliative medicine both in the developed and developing countries
- To develop confidence in their own abilities and recognition
- The mentor process has fostered courage in the mentee
- I don't want to tell them how to do it. I want them to discover that for themselves

Solve problems

- Each one of the participants I am working with is overcommitted in having busy working lives, passionate dedication to developing PC.
- While this process (IDP) provides good structure everyone has found it challenging to complete the tasks in this format and within the timeframes.
- I found it was more important to acknowledge the pressures of work than to confront them and insist on dates

A different opinion...

- Any growth that has occurred has been promoted by other factors
- Mentoring by correspondence and even by Skype has been frustrating



Reflections

- **Balance between content and relationship**
 ”The what and the how”
 Start with the “what”, move towards the
 “how”, achieve both!

- **Aspects of**
 - Choosing a mentor**
 - IDP – budget – assignments in LDI**
 - Peer group**

Create a relationship that gives space for:

- **A safe place to show difficulties and existential issues**

Personal limitations

Introversion and shyness

Being yourself

- **Cultural issues**

Own values, assumptions

Different leadership styles and hierarchies

Take a moment to reflect!

**My role as a mentor, based on
my LDI experience -**

Mentorship in palliative care



Building a learning community



PALLIATIVT CENTRUM

Lund University – Region Skåne





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Gandhi...

*You need to be the change
you want to see in the world...*



**Kobacker House
Columbus, Ohio**