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EXPECTED OUTCOMES:

- Appreciate the benefits of mentoring
- Understand the differences between coaching, training and mentoring
- Encourage Zonta club mentoring
- Seek more knowledge on the topic



OPENING THOUGHT

*When the student is ready, the teacher
appears.*

Taoist saying



WORKING ASSUMPTIONS:

- Everyone has wisdom and is responsible for their own learning
- It is important to honour diversity of opinions, styles and personalities
- Welcome differences as a source of creativity
- Have fun!



TABLE TALK (10 MINUTES)

- Amongst yourselves discuss:
 - You have never been either a mentor or been mentored (what would you have wanted to gain from a mentoring relationship?)
 - Your experience as being mentored or being a mentor “how did that work for you?”



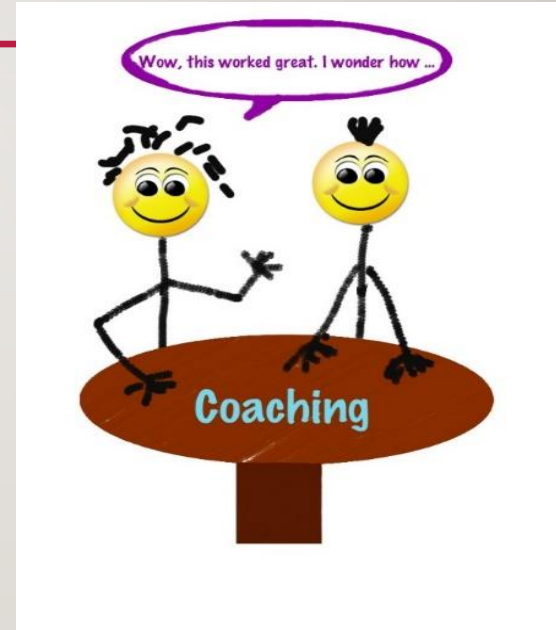
TRAINING / MENTORING/ COACHING

- Role of trainer:
 - giving information based on knowledge expertise
- Role of mentor:
 - conveys wisdom based on expertise
- Role of coach:
 - enables other to work through and solve their own problems



COACHING

- talking *to/with* a person
- identifying what they need
- developing an action plan



WHAT IS MENTORING?

Mentorship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person.

Effective mentoring uses aspects of coaching.



THE VALUE OF MENTORING



Mentoring helps both the member and the mentor

- recognise their abilities and and highlight areas for future development
- develop communication skills

Mentoring helps to grow future mentors and leaders



POSITIVE MENTORING CAN LEAD TO MEMBERS:

- Building relationships with other club members
- Being exposed to new ideas and skills
- Having a better understanding of club processes
- Retaining their membership
- Engaging with the club goals and mission
- Participating confidently in club activities
- Participating in club leadership



USE FACILITATED DISCUSSION

To:

- generate new ideas
- justify decisions/ course of action
- analyze information
- increase understanding of ideas or concepts



Source: Getty Images



TABLE TALK (10 MINUTES)

- Can you think about your experience in Zonta?
 - Did you have a mentor when you joined the club?
 - If so, how did it help?
 - If not, how might that have changed your relationship with Zonta?



MENTORING INVOLVES ...

- training
 - motivation
 - advice
 - success
 - direction
 - coaching
 - support
 - goal setting



CLUB MENTOR PROGRAM



Choose the right match

- Mentors have Zonta experience
- Mentors have good interpersonal skills and the desire and time to share their knowledge
- New(er) member wants support



ESTABLISH THE ORIENTATION PROGRAM

Start off on the same page:

- discuss the expectations of the Mentor and Member
- have resources available



Financial responsibilities such as dues, dinner costs, internal fundraisers, club and/or District events

Attendance at inter-city events, District workshops, conferences or Zonta International convention

Club committees – what is the purpose, which ones to join, etc.

Service projects: which ones does the club support – what is the expectation and/or participation

Club members – who are they; what do they ‘do’ within the club and in their professional/personal lives

Brief overview of Zonta International’s activities and relationship to club

Synopsis of club / area / district structure

Resources available such as manuals, newsletters, etc.

Protocol and an understanding of the ‘culture’ (the way things work) of the club including parliamentary guidelines

Is the new member connected to Zonta International: getting the Zontian magazine, registered on ZI website, etc.

EXPECTATIONS

- Be in touch
- Create a relationship
- Build confidence
- Challenge and motivate



'Burn to learn, the craving to continue' Harry Truman



MENTORS CAN ENHANCE ZONTA MEMBERSHIP

- Recognizes abilities and strengths
- Provides professional, personal and perhaps emotional support
- Clarifies Zonta terminology
- Explains Zonta structure and rules
- Encourages experiences beyond the club



YOU CAN BENEFIT FROM YOUR MENTOR

- Develop a relationship
- Make a list of goals
- Use as a resource
- Ask for advice
- Bounce ideas off your mentor
- Discuss problems



3 STEPS TO GETTING THE MOST OUT OF MENTORSHIP

- Communicate
- Look for specific opportunities
- Evaluate



EXPECTED RESULTS

Members may:

- feel more comfortable in the club
- learn to lead by example
- develop a stronger, wider network
- experience Zonta beyond the club level
- apply the Zonta mission of service and advocacy to other members



TABLE TALK – CONSIDER WHAT YOU HAVE HEARD OVER THE PAST FEW MINUTES:

- How can you use this in your club?
- If you have a mentoring program in your club, has it been updated or reviewed recently?
- What is one useful tip that you can leave with from today's session?



ZONTA RESOURCES

- Great Girls Meet Great Women Zonta International Mentorship
- Core Competencies (LDP)
- Mentoring: ZI Leadership Club Mentorship
 - How to be a great mentor
 - Mentoring Toolkit

