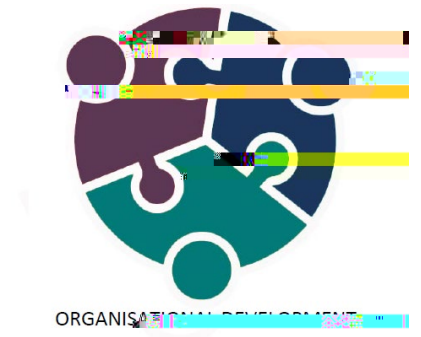


Community of Practice for Mentors

Mentoring through Change



Community of Practice

“A community of practice is a group of people who share a concern or passion for something they do, and learn how to do it better as they interact regularly.”

Wegner-Trainer, 2015

Confidentiality is key – keep to themes rather than specifics when drawing on mentoring experiences. Mentee details to remain anonymous.

All insights valued - mentors of all experience level are welcomed in an environment of mutual respect, sharing and support.

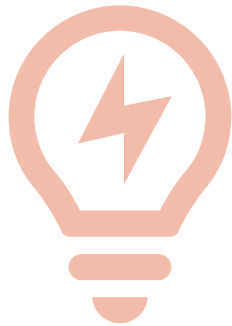
Support and encourage – the intention behind interactions in the Community is to boost confidence, share suggestions useful to other mentors and build practical knowledge for members.

Suggestions welcomed – the group is as active and as energised

Session outline



Mentoring through change



- What to consider
- How to support

What to consider

Check in with your mentee

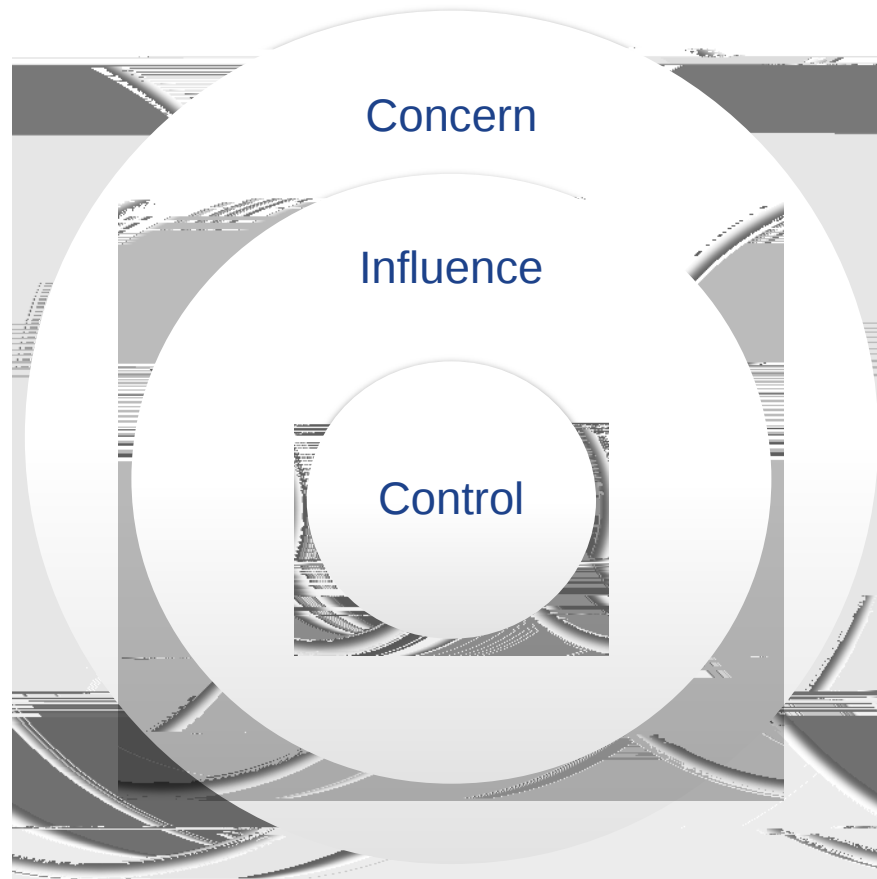
Be aware of your own state

Be mindful of where they may be on the change curve (Kubler-Ross)

Self-care and boundaries



Circle of influence vs concern



From fear of change to curiosity

What are your greatest hopes for the outcomes of this current uncertainty?

What can you do, alone or with others, to make those hopes more likely outcomes?

How do you want to be seen in relation to the changes happening? (A blocker, a supporter, or “the calming voice of reason”?)

How much more effective would you be, if you chose not to worry about what might happen?

Community of Practice for Mentors

Next Community of Practice - 8th December, 12-1pm

As a member of the community, you are invited to put forward your ideas and be actively involved. If you have suggestions for topics, speakers or would like to contribute directly, please call or email me.

Sarah O'Malley, Organisational Development Adviser
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Thank You



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Community of Practice for Mentors

Mentoring through Change

Below are some considerations and resources you may want to incorporate into your mentoring practice when mentoring during a period of organisational change.

What to consider before the session

1. **Check in** with your mentee

- You may want to check in with them outside of your formal arrangement with them so they can access professional help and support. Mentees can access our Employee Assistance Programme [here](#)

Ways to support in the session

5. **Empathise and listen**

- There may be a higher problem load and changing priorities the mentee needs to talk through.
- You may spend more time on the reality stage of the GROW model to help the mentee organise their thoughts and gain some clarity on these.

- You can help by replaying/summarising the issues so that the mentee can hear their own thinking and chunk the issues into manageable components.

6. Follow their focus

- If a mentee is focused on a particular issue, or an aspect of the change, spend time on that even if it appears to be a small part of the broader context. It may be taking up considerable mental focus and a resolution may free up the mentee to consider other factors in the change.

7. Keep the focus on your mentee

- Aim to stay objective and neutral.
- Offer space to them for their benefit. Commit to providing a selfless space for your mentee.
- You may be experiencing similar situations/emotions or also want to share with someone the challenges you are having. Whilst sharing is part of an authentic, trusting relationship, consider whether what you are sharing is of positive service to the mentee and/or taking the conversation to a more resourceful place.
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