INDUCTION TO PEDAGOGY & MENTORING PROGRAMME

Introduction to the Mentoring scheme

The Mentoring Programme Framework aims to retain and support senior volunteers, do not have previous training in pedagogical approaches, with a view to the organization and sustainability of a festival and / or event.

Aims, Topics and Value Proposition

What is mentoring?

Mentoring involves the participation of a person (mentor) to teach and prepare another person (oriented) with less knowledge or familiarity in area or subject. The term mentoring is defined by *Grand Dictionnaire Terminologique* (2002) as: *"a helping relationship in which as experienced person lends his experience, advice and encouragement to a younger person (…). The mentor facilitates the mentee´s personal, social or educational development. Whether in an educational or corporate setting, the mentor is a source of support and motivation for his or her young protected. (…) mentoring is traditionally based on a relationship between two people who have much in common, and on the older person´s network of which is used for the benefit of younger person"*.

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Mentoring is a process of personal learning and slide dish and identifies tree main actors:

The Mentor – *the person with experience who guides the mentor in its development.*

The Mentees– *the person in process of learning, needing guidance.*

The Support Team – *the entity that ensures the proper functioning of the process.*
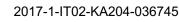
Aims, Topics and Value Proposition

Who makes a Good Volunteer Mentor?

There are two requirements for a mentor:

1) That they are competent in what they are teaching and
2) That they willing to teach it. No special expertise in training or coaching is required. Mentors don't need to be particularly adept at "people skills", although patience and reliability are important.

Ideally, mentors should be experienced local volunteers; however, it may be possible to find a local volunteer to mentor. In these cases, other competent people, such as local or regional coordinators may step into mentor. Face-to-face mentoring is ideal, but not always possible either. Mentoring by phone or video is also permitted, as long as any clients present are made aware and allow it.

Mentoring Methods, Models and top tips

Non-verbal techniques
- Open body posture
- Sitting with nothing between you e.g., a desk
- Nodding encouragement
- Smiling
- Stillness
- Staying with silence

Verbal techniques
- Encourage
- Clarifying
- Restating
- Reflecting
- Summarizing
- Validating

Active listening
Probably the most important non-verbal communication skill in mentoring is active listening because it:
- Shows someone we are interested and value their thoughts, feelings & opinions
- Encourages them to continue
- Encourages them to trust you and talk openly
- Helps people again insights into their problems as they focus expressing

Induction to pedagogy for mentors

Question skills

In addition to active listening, a key mentoring skill is the ability to ask the mentee the right type of questions to help explore their goals. The following shows the kind of questions you might use during the mentoring process:

- Open to gather information and opinions e.g. *what do you enjoy doing?*
- Probing to explore and extend e.g. what do you like about it?
- Summary to check/clarify what has been said e.g. so you like working outside?
- Reflective to get views and opinions e.g. so you want to do work you enjoy?
- Factual to get facts e.g. what work you done before?
- Comparison to explore similarities and differences e.g. what would be the difference between…
- Hypothetical to think more widely e.g. what might happen if you didn´t attend the course?

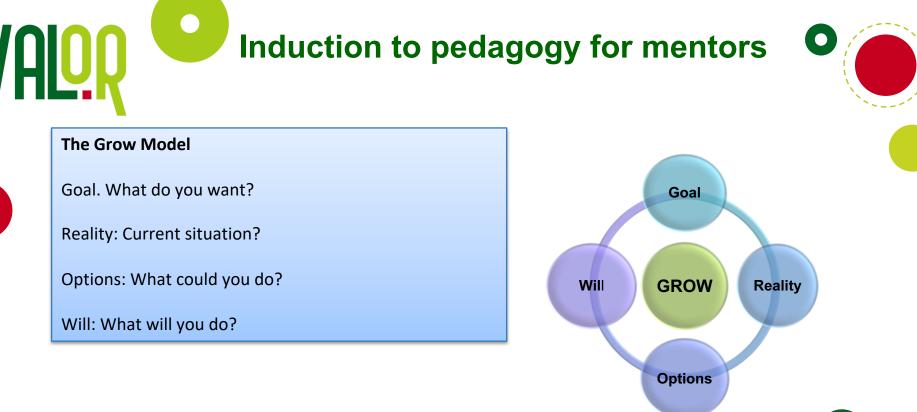Erasmus+

Induction to pedagogy for mentors

The result of Courrier research (Canada, 2011) produced **five important conditions** that must be seen as key factors success in establishing and effectively maintaining mentoring programmes, as described below:

Premise 1: A mentoring program should have two focus: the mentor and the mentoring.

Premise 2: The process of recruiting a the mentoring programme should have a pre-selection of the should be mentors, made the process clear to them and the necessary prerequisites and the criteria for participation.
Premise 3: A mentoring programme should have volunteers to support the efforts of the coordination.

Premise 4: A mentoring programme should offer a minimum of training to clarify the roles to be and distinguish mentoring from other forms of support.
Premise 5: A mentoring programme, aimed at your process of continuous improvement, it must evaluate the be as direct as possible if your goals were achieved, the level of satisfaction of participants and the quality of engagement with the target learners.
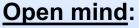
The Grow Model

Goal. What do you want?

Reality: Current situation?

Options: What could you do?

Will: What will you do?

Qualities of a Mentor …

Open mind:
A mind receptive to different opinions and ideas.

Source:
https://www.dictionary.com/browse/open-mind

How Open-Minded Are You? (A Quiz)
Sourced by:
https://www.psychologytoday.com/us/blog/creating-in-flow/201311/how-open-minded-are-you-quiz

Download the Worksheet No.1 at:
https://www.culturalfestivals.eu/en/learning-portal/induction-to-pedagogy-and-mentoring-framework/

Qualities of a Mentor …

Download the Mentoring National Guidelines from the supporting readings at:

https://www.culturalfestivals.eu/en/learning-portal/induction-to-pedagogy-and-mentoring-framework/

<u>Strategies & Methods for an effective mentoring pathway</u>:
- Learning by doing and transformative learning
- Emotional learning and lateral thinking
- Peer-to-peer and collaborative learning
- Participatory practices

Qualities of a Mentor …

Planning:
S.M.A.R.T. goals setting process as core tools for the pathway traceability.

See the Video and proceed in your goals setting process:
https://www.youtube.com/watch?v=wGbmAH4mBPA&t=10s

Download the Worksheet No.2 at:
https://www.culturalfestivals.eu/en/learning-portal/induction-to-pedagogy-and-mentoring-framework/

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Qualities of a Mentor …

Read the following article:
https://www.helpguide.org/articles/relationships-communication/effective-communication.htm

Download the Worksheet No.3 at:
https://www.culturalfestivals.eu/en/learning-portal/induction-to-pedagogy-and-mentoring-framework/

Effective Communication:
Effective communication is about more than just exchanging information. It's about understanding the emotion and intentions behind the information.
As well as being able to clearly convey a message, you need to also listen in a way that gains the full meaning of what's being said and makes the other person feel heard and understood.
Source: https://www.helpguide.org/articles/relationships-communication/effective-communication.htm

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Course-ware for Volunteers of Local Cultural Events

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