

THE VALUE OF MENTORSHIP

Toastmasters Fonske Leuven



The Benefits of Having a Mentor

Mentors can help you:

- ▶ **design your personal Toastmasters track**, set goals & reach them.
- ▶ **find your way around** the meetings, supporting roles, EasySpeak, Pathways, etc.
- ▶ finetune the message, structure, delivery of **your speeches** & discuss **leadership projects**.
- ▶ **integrate** into the social fabric of the **club**.

All of this goes a lot **faster** when you have a mentor.

How to Find a Mentor

You can:

- ▶ **scan the club yourself**, see if there is someone you'd like as a mentor and approach them.
- ▶ **ask the VP Mentorship**:
 - who in the club is interested in being a mentor & approach them yourself.
 - to recommend a mentor and help pair you up.

It is useful to **let the VP Mentorship know** which approach you prefer.

Getting Started

Once you have a mentor, you should have an **orientation interview** with them to go over your **Goal Setting Sheet**. When you are aligned on your **'why's'** (Toastmasters) and **'what's'** (goals), the next step is to set some **specific, short-term sub-goals** (e.g. 'complete 3 speeches').

This will increase your **accountability**, your follow through, give you **momentum** & set you on the right track towards your long-term goals.

Follow-up

Once you have completed your initial short-term goals, we recommend you sit together with your mentor again, **evaluate your progress**, see how the various projects contributed to achieving your goals and then simply **repeat the process**.

It is **important** to note that every mentee has their own **needs**, every mentor has their own **expertise** and that your **goals & dynamics can and will change**. As such, it is not uncommon for people to have more than 1 mentor and for people to **switch around** – both mentors and mentees. This is perfectly normal, and both mentee and mentor should **feel comfortable to discuss this** at any time. Both mentor and mentee can contact the VP Mentorship at any time when questions arise.

Contact

Depending on your schedules, you can connect with your mentor:

- ▶ via e-mail.
- ▶ on the phone.
- ▶ by video conferencing.
- ▶ by meeting up in person.

The closer the contact, the better the experience, the better the results.

The Benefits of Being a Mentor

As mentor you can:

- ▶ train your **teaching skills** by finding the best approach to **transfer knowledge** to different people.
- ▶ **reinforce the knowledge** you've acquired & gain **new insights** from working closely together with **someone who can benefit from your expertise**.
- ▶ hone your **leadership, coaching & motivational skills** by helping another person set goals, overcome challenges & reach those goals.

Club Expectations

As mentor, you play a **crucial role** in shaping a **new member's experience**. It is important you:

- ▶ help your mentee **find the answers** to any question he or she might have.
- ▶ give your mentee **constructive, actionable feedback**.
- ▶ invite your mentee to **interesting events** & motivate them to attend.
- ▶ **attend workshops & coaching sessions** to improve your own coaching & mentoring skills.