

# Optimal Mentoring and Mentee outcomes... Tips and tricks 😊

A 'MIDPOINT' PILOT PROGRAM REVIEW FOR THE APRALO  
MENTORING PROGRAM 2016-17

\*STEPPING UP TO LEADERSHIP\*

# So Little Time... So much still to do!

- What where our aims, (jointly and severally)
- Are we there yet?
- So where can we best focus our available time and energy
- Individual and Group aspirations (for all – Mentees and Mentors)
- Simple scores and longer term objectives – all boats float with rising tides?
- Brainstorming
- Next steps

# What where our aims...

(JOINTLY AND SEVERALLY)

## Mentors..

- What have you ascertained your mentee wants to get out of this program / relationship?
- How did you ascertain this?
- What have you planned to do to help them achieve this?
- How far have you got with that?
- What discussions and feedback have you had re outcomes with your mentee(s)

## Mentees..

- What have you told your mentor you want to get out of this program / relationship?
- How did you transmit this?
- What have you done to do achieve this?
- How far have you got with that?
- What discussions and feedback have you had re outcomes with your mentor

Are we there yet?

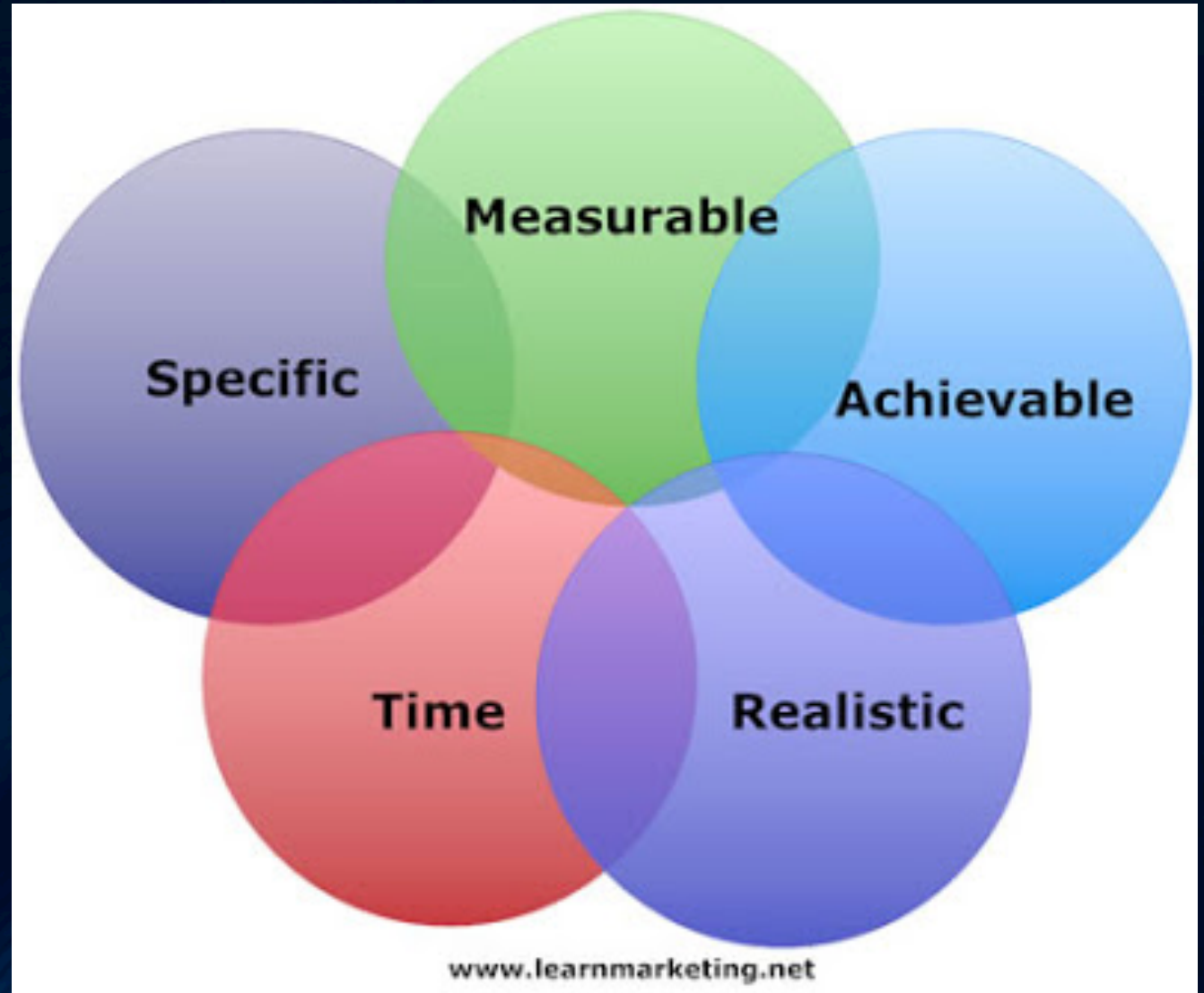


So where can we best focus our available time and energy...

What we

- Could Do
- Should Do
- Can Do

Lets work SMART, not Harder...



# Individual and Group aspirations

(MENTORS AND MENTEES)

Project (group) Aspirations...

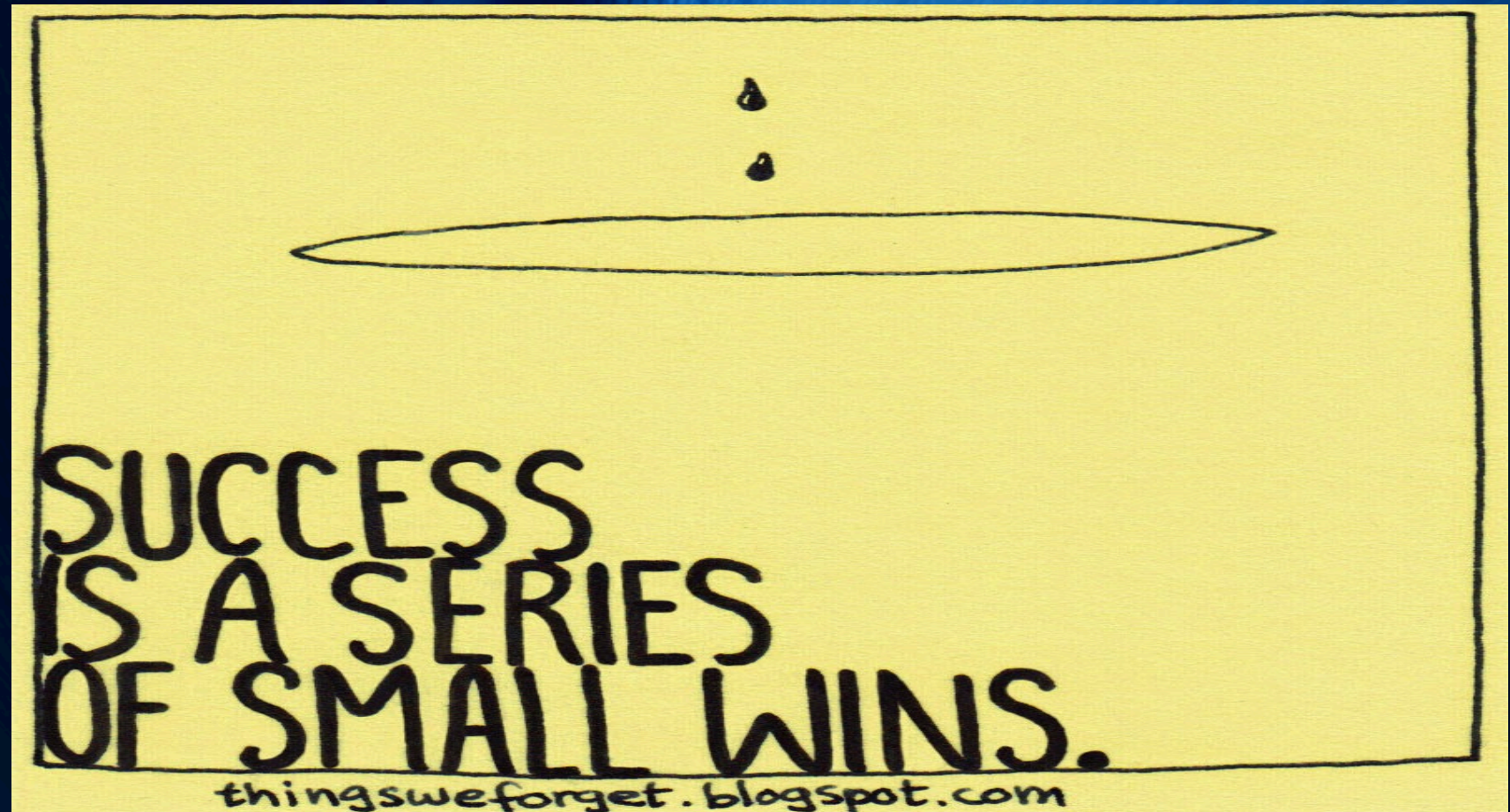


Individual aspirations and outcome



# Simple scores and longer term objectives

– ALL BOATS FLOAT WITH RISING TIDES...



# Brainstorming...

**BRAINSTORMING GOALS**



- Be visual.** An emoji with a green leaf on its head, a mustache, and a paintbrush, standing next to a paint palette.
- Headline your idea.** An emoji with a newspaper in front of it that says "HEADLINE YOUR IDEA." and a lightbulb icon.
- Build on the ideas of others.** Three emojis surrounding a sign that says "Team work".
- Encourage wild ideas.** An emoji with a glowing lightbulb above its head.
- Go for volume.** An emoji next to an abacus.
- Defer judgment.** An emoji holding a gavel.

No idea should be withheld ...

Out of the box thinking...

Everything old is new again...



# Next steps...

