

dcm

dcm | Member  
Event

# Member Webinar

Management | Mentoring Skills





## Michelle Saurin

Associate Learning  
Consultant

## About Me

- 25+ years' global experience across multiple sectors
- Specialised in Talent Management
- Focused on developing leaders of all levels

# Mentoring Skills

- Becoming a mentor
- Mentoring process
- Developing mentoring skills
- Action Planning



**“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.”**

*John C. Crosby*

**Definition**



# Quick Poll

**01** Coaching

**02** Counselling

**03** Mentoring



Coaching is a present to future based intervention; helping people now to support them in the future.

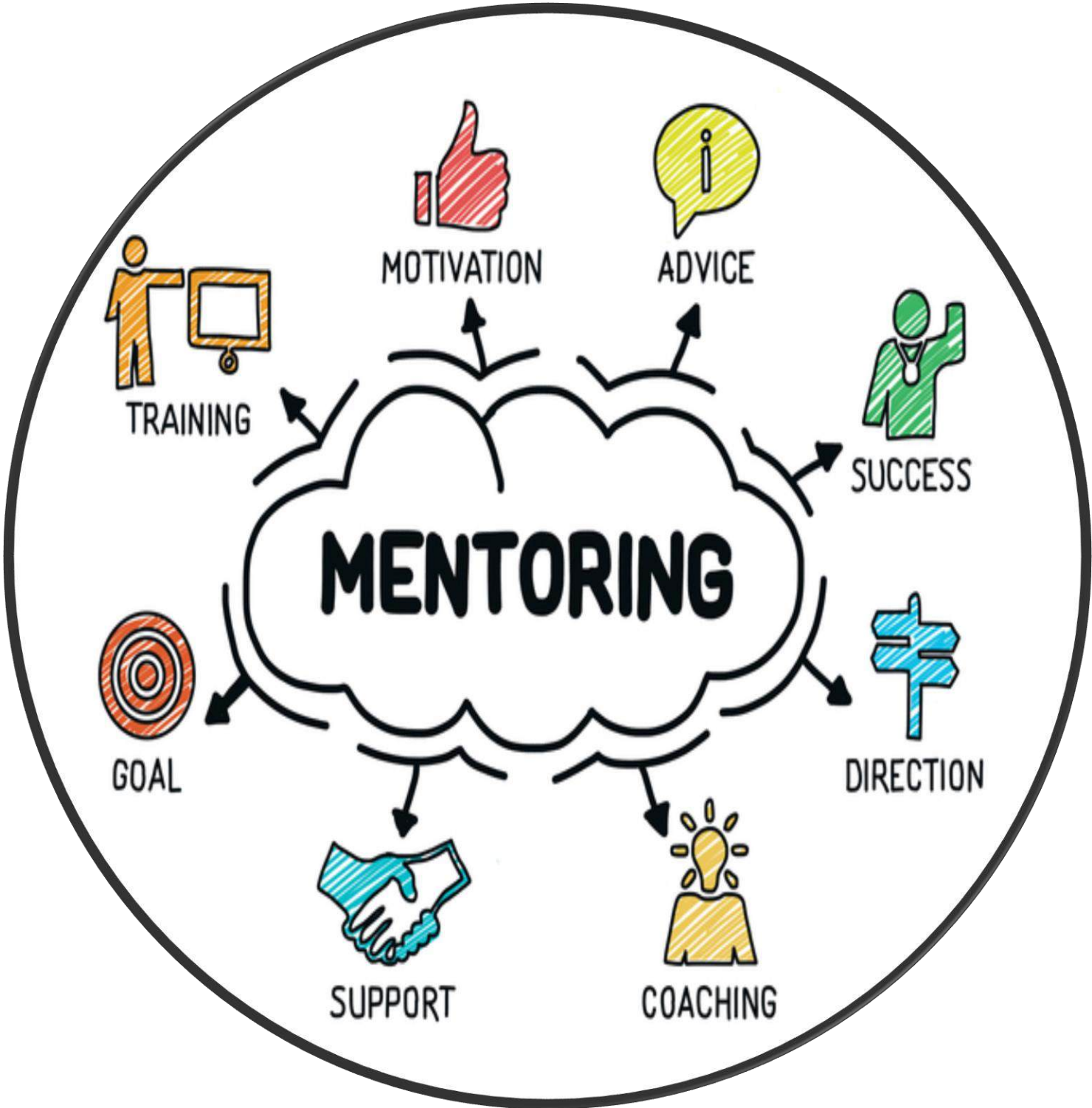
# Coaching



Counselling is considered a past to present based intervention.

Counselling





Mentoring is a process for giving a mentee the benefit of someone's else's (a mentor's) life experience.



**What is a mentor?**

**01** Develop Capability

**03** Thought Partner

**02** Support

**04** Process Partner

**Your Role**



**CONFIDENTIAL**



# COMMUNICATION



# The four phases of a mentoring relationship

01

## Purpose

- Goal setting
- Joining a mentoring program
- Establishing compatibility

02

## Engagement

- Building rapport and trust
- Working out action-plan for goals
- Getting to know each other

03

## Growth

- Building skills
- Overcoming barriers to growth
- Developing growth mindset
- Accountability

04

## Completion

- Reflection
- Building confidence to continue growing
- Paying it forward



Getting  
Started

Developing

Monitoring

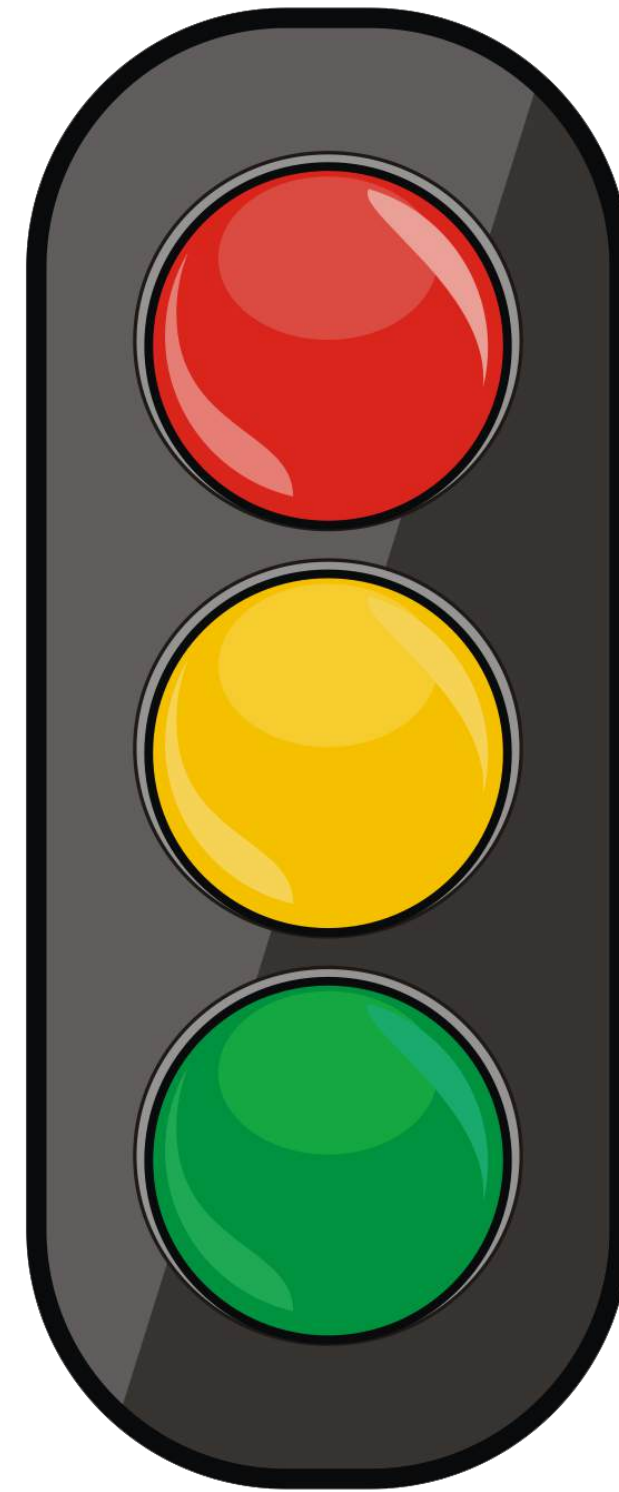
Evaluating

Strengths

Challenges

Opportunities

Threats





**M**ANAGE THE  
RELATIONSHIP



**E**NCOURAGE  
**N**URTURE **T**EACH



**O**FFER MUTUAL  
RESPECT



**R**ESPOND TO  
THE LEARNER'S  
NEEDS



dcm



dcm | Member  
Event

# QUESTIONS & ANSWERS?

*Ask Away.*

michelle@dcmlearning.ie

