



Water Women's Day

Stronger Together

- Peer Mentoring -



Agenda

- Housekeeping rules
- What is informal mentoring?
- Instructions for Breakout Rooms
- Breakout rooms (x2)
- Closing

Housekeeping

- Not recorded – safe space
- Interactive
- Quiet location for breakout rooms

What is informal mentoring?

MENTORING

A form of social learning where someone with more experience or expertise helps guide the learning and growth of someone with less experience, by offering advice, support etc.

Two Main Types

- Formal (structured) and
- Informal (unstructured)

Mentoring Techniques for our Session Today

MENTORING MODELS/TECHNIQUES

- Peer Mentoring and
- Speed Mentoring



Today's techniques:

- **Peer Mentoring:**

Parties can be from the same role, department or have **shared or similar experiences, in their professional or personal lives**. The peers pair up to offer support for each other. **This can be a group or a one-on-one mentoring relationship.**

- **Speed Mentoring:** The Catch work here is **speed**.

Usually occurs at corporate events, conferences, seminars etc. The mentee has a series of one-on-one conversations with different mentors and moves from one mentor to the other for brief meetings.

NB: The mentee comes with questions and seeks for advice from professionals (senior or not).

Today's techniques: (contd.)

NB. Informal mentoring can be one off or ongoing (repetitive).

- **One off interactions**

- An introduction to someone that could help you online or in-person
- An insight shared about a challenge you are facing
- Asking a contact or friend for help/insights

- **Ongoing informal connections**

- Checking in virtually or at an annual conference
- Brainstorming about work and life challenges/opportunities

Why is Informal Mentoring Important?

- Not every job offers office-based mentoring or has an effective mentoring program.
- Helps to develop natural, open relationships
- Enhances networking
- It is flexible:
 - Can happen anytime with anyone.
 - The mentor does not need to be someone older, just experienced in something you're trying to learn about
 - Can be a friend or colleague
 - Can be a one-off conversation or an ongoing dialogue

What are we doing today? Speed informal mentoring

- Three chances to engage with others in groups of three. Each mini-session will last 16 minutes before you are brought back into plenary for a new round.
- In a mini-session, each person gets 5 minutes for the focus on their challenge they want mentorship on. This person will do a quick introduction and ask their key question. The other two have the rest of the 3 minutes to respond.
- Each person gets a turn so be sure that someone is keeping time for each set of 5 minutes. And be sure to share contact details with each other to continue the conversation later.
- For this to work, each person will need their mic on in the breakout room (and ideally videos on).

Preparing for the speed mentoring

This is a chance to connect and think through what questions someone could help you with. Given the speed of the rounds, think about what the first step/quick question you have is. You can ask the same question for each breakout or a different one each time. Here are some questions to start your thinking.

- What are you looking for in the next step of your career? What do you need help with for the next small step towards that?
- Is something challenging happening in your job or attempts at work/life balance now? Regarding that, what do you need guidance on?
- What questions could you ask someone **here today** to help you with the questions above?

Breakout Room 1

Breakout Room 2

Thank You!