

CORNERSTONE 2018 RESOURCE

Mentoring with Purpose *Fellow Professional Development*

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SUMMARY:	You have been selected as a Cornerstone fellow because you are seen as a leader in your camp community. These leadership qualities often result in playing the role of mentor to other staff. Sometimes we become mentors by assignment, while other times it happens naturally. But what does being a mentor really mean? This session will explore key elements of a successful mentor/mentee relationship and be an opportunity to practice communicating with purpose.
TOPIC(S):	Mentoring, Leadership
LEARNING OBJECTIVE:	Participants will gain communication skills to be more intentional and impactful mentors.
AUDIENCE:	Fellows
TIMING:	90 minutes
APPENDICES:	Mentoring with Purpose handout
MATERIALS NEEDED:	6 chairs Pack of Chart Paper Markers
SET-UP DETAILS:	Chairs in a circle

SESSION TIMELINE & OUTLINE:

Mentoring with Purpose Agenda

- 1. Welcome and Framing of Session (5 minutes)**
- 2. Icebreaker – Mentorship Handshakes (15 minutes)**
 - 1) Share someone is/who was a mentor to you.
 - 2) How has your mentor impacted you?
 - 3) What qualities do you have that would make you a great mentor at camp?
 - 4) What may be some challenges to being a mentor at camp?
- 3. What is a mentor? (30 minutes)**
 - a. Mentor chair game – Have one participant set up chairs in a way that makes one a mentor to the others. Have the other participants guess which chair is the mentor and why.
 - b. Mentor Web – Chart the qualities of a great mentor and the qualities that may make someone not a great mentor.
Definition:
 - c. Know Feel Do – in small groups of 3 complete the know feel do charts. Have participants complete gallery walk and star all they agree with and “?” any they are curious about.
 - d. Pose question to group: How do mentors in camp help mentees know, feel, and do the things above? Share: It starts with relationship. People do not want to learn from people they don’t like. Relationship is the foundation to good mentorship.
- 4. Relationship as Foundation to Mentorship (30 minutes)**
 - a. Relationship builders vs. Relationship barriers
 - b. Relationship Concentric Circles – What specific behaviors do you do authentically that help you connect with your peers?
 - c. Active Listening
 - a. Show *Inside Out* Sadness video and debrief
 - b. What does active listening look like and sound like? Chart answers.
 - c. Paraphrasing
 - d. Reflective Listening
 - e. Vulnerability - Sharing own experiences – when is it alright to offer advice? When do you need to get help?
- 5. Closing Reflection (10 minutes)**

- What do you want to do more intentionally or start doing this summer? What do you already do naturally? What do you want to stop doing?

ADDITIONAL NOTES FOR BRINGING IT BACK TO CAMP:

This is a PD session that fellows should not bring back to camp and try to lead. Only an experienced trainer should lead the session.