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**Coaching material and tools
for altruistic entrepreneurs
(as mentors) and adaptation**

Mentor Syllabus – 4 modules

- 1) Introduction to Social Entrepreneurship:
vocabulary, sector, roles and challenges*
- 2) Matchmaking: The basis of cooperation*
- 3) Cooperation strategies and best practices*
- 4) How a successful mentor will create value**

Create value

Main questions of the module:

How can I create real value in my work with the social entrepreneur?

What are my key competencies and areas of expertise?

Do I have any other relevant skills, knowledge, experience that can contribute to my work as a mentor?

What is my story (values and experiences) that compels me to help?

What are my weaknesses and how do they affect my work as a mentor?

How will I introduce myself? What is my goal with mentoring?

Do I have any hidden agenda for doing this? What do I get out of this?

What are my success criterias in this work? How much resources am I willing to invest in my work as a mentor?

Introduction

This final module '**How a successful mentor will create value**' aims to equip participants with basic coaching tools through exercises.

It also provides tools and a structured approach for self-reflection and a space to help them understand their motivations and key drivers in the mentoring work.

By the end of the training the mentors will be able to finalize their mentor profile and be ready to start their cooperation with their mentees.

How a successful mentor will create value

Key elements of effective mentoring include specific mentor-mentee behaviours and interactions, identified needs of both mentee and mentor in the relationship, and desirable personal qualities of mentor and mentee.

- 1. open communication and accessibility;**
- 2. goals and challenges;**
- 3. passion and inspiration;**
- 4. caring personal relationship;**
- 5. mutual respect and trust;**
- 6. exchange of knowledge;**
- 7. independence and collaboration; and**
- 8. role modelling.**

Effective mentoring

Effective mentoring takes effort, and creating successful mentoring relationships requires specific skills, sensibilities, and structure from both the mentor and the mentee.

Success happens when both parties take responsibility for making it work.



Success happens...

Success happens when best practices are in place for the three key ingredients:

1. A good mentor needs to be more than just a successful individual, s(he) must have the disposition and desire to develop other people. This requires a willingness to reflect on and share one's own experiences, including one's failures.



2. A good mentee similarly to mentors needs certain attributes and sensibilities. This is important, because mentees must remember that mentors are doing this from the goodness of their heart, so being a good mentee is the best way to ensure the relationship enjoys a healthy purposeful existence.

3. A mentoring relationship must be managed and nurtured. It is a joint venture that requires both parties to actively attend to its care and feeding.

<https://www.forbes.com/sites/maryabbajay/2019/01/20/mentoring-matters-three-essential-element-of-success/#6ee987e045a9>

Development of the mentor profile



There are couple of exercises that help the development of the mentor profile as well as better self-understanding of the mentors.

Our self-knowledge is the sum of our understanding of ourselves, rooted in our awareness of our skills, knowledge, desires, values and goals. We are also aware of what we lack and what we would like to develop. We build our self- image on the basis of this knowledge of the self.

However, this self-image is significantly shaped by how others see us, their feedbacks transform and direct our behaviour.

Self-image

There are two types of self-image:

1. **actual self-image:** those characteristics, skills that we actually (and presently) have.
2. **ideal (ought to) self-image:** those characteristics and skills that we wish to have, or that we consider necessary to have in order to succeed in life. We strive to obtain them throughout our life.

This is the very reason why the self-image has a powerful motivation aspect. In order to achieve our ideal self, we are able to develop, improve ourselves, acquire new skills, and learn new things.

Toolbox

The following tools in the coaching material usher the future mentors in a coaching process, through which mentors will be able to get a deeper understanding of themselves, their skills, strengths and values.

a. Coaching tools, exercises for developing the mentor profile

- Work – life balance
- Entrepreneurial competencies and strengths
- Self-awareness - Identifying our values

b. Developing the mentor profile

For the sheets, please check the complete coaching material.

Exercise #6

What are you able to offer in the mentoring process to the mentee?

What do you expect from your mentee during your work together?

Questions & Support

Do you have any questions regarding the curricula?

Feel free to contact us at projektiroda@bkik.hu.



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