# MENTORING
*CORPORATE LEARNING COURSE*
*"CORPORATE CITIZENSHIP" BLOCK*
*SEMINAR 3.7*

SEMINAR OVERVIEW

SCOPE

The students involved in this course are at the beginning of their Civil Air Patrol careers, and as future members, and leaders of this organization, need to have an understanding of mentoring. Not only do they need to have a grasp of the concept, they need to see how its application will pay great dividends for both the individual and ultimately the short, and long term goals of this Air Force Auxiliary. It must be assumed that our adult members have some grasp of the basic idea of coaching and mentoring. But to understand the need for a personal and organizational need for, and commitment to a mentoring program they need to zero in on an acceptable definition of the concept. After that is accomplished the students should look at the kinds of preparation needed by both the mentor and the protégé. Once it is understood that this is not just a shoot-from-the-hip operation, students will examine how a truly effective program can pay dividends for the individual, and for CAP overall. Since students will have a grasp of the idea, a guided discussion is viewed as the best approach for exploring the ideas which lead to an understanding of the lesson objectives.

OBJECTIVES

**COGNITIVE OBJECTIVE:** The objective of this lesson is for each student to comprehend that effective mentoring can improve the quality of a members experience in Civil Air Patrol.

DLO 1 – Define mentoring in the students own words

DLO 2 – Explain how mentoring can create a caring organizational climate

DLO 3 – Defend the relationship between effective mentoring and the quality of a members Civil Air Patrol experience

DURATION
*50 minutes*

## What is Mentoring?

From your reading you know that it is well established that the mentor/protégé relationship is a needed element in team and organization building. It is clear then that the mentor must believe in the premise that all people can grow. The mentor needs to have a clear vision of that growth, both for themselves and for the people with whom they work. The most important thing we can do as mentors is to encourage others to keep learning. Of course trainers, mentors, managers, coaches, have to lead by example in this area as well.

During this discussion lesson we will look at the mentor's role as being that of developing the traveler, rather than providing a map and fixing the road. Thus the goal is a little less clearly defined, and the journey apt to be full of surprises. But we do know that the protégé is typically an adult, ready first to serve, and also to learn new skills. Thus it will help to have a grasp of how adults learn. What we want to do is create an atmosphere where fledglings can spread their wings, try new styles and approaches. If we can do that we will be building an organizational core of leadership and strength.

**MP 1.** Mentoring is defined as:

_____
_____
_____.


Attributes of mentoring:

_____
_____
_____.


**MP 2. Mentoring and the Whole Person**

1. Why is the environment important to the mentor?

_____
_____
_____

2. What "style" is available to the mentor?

_____
_____
_____

3. What skill does the mentor need?

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_____
_____

4. Why does the mentor need to be effective?

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_____
_____

5. Why is mentoring important to the protégé?

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**MP 3 Mentoring** and the CAP experience

1.  What are the long term effects of mentoring?

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2. What are some of the side benefits of the process?

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3.  What has to be in place from the organizational side to make mentoring effective?

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4. So, how does effective mentoring relate to a members CAP experience?

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