MENTORING MODELS THAT WORK

Prevention and building children and youth resiliency
TRAINING OBJECTIVES

1. Participants will be provided with an introduction to what mentoring is;
2. Understand the types of mentoring, and the power of mentoring;
3. Learn about the "mentoring lifecycle," communication skills, the importance of 1-to-1 mentoring, establishing boundaries, and appreciating diversity will make it easier for mentors to navigate relationships with their mentees.
INTRODUCTION

HISTORY OF MENTORING
The story of Mentor comes from Homer's *Odyssey*. Odysseus, king of Ithaca, fights in the Trojan War and entrusts the care of his household to Mentor, who serves as teacher and overseer of Odysseus' son, Telemachus.
ACTIVITY
THE OPPORTUNITY GAP IS WIDENING

• Robert Putnam, a professor of public policy at Harvard University and author of *Bowling Alone* and *Our Kids: The American Dream in Crisis*

• Theme: Sociologically society is the most divided as it has ever been
TYPES OF MENTORING
MENTORSHIP

A mentor is an individual with experience, someone who can help develop the career and/or pursuit of a mentee.
Why Youth Need Mentors

- Peer Pressure
- Substance Abuse
- Sexuality
- Social Skills
- Child Abuse
- Family Violence
- Anger Management
- Absenteeism

- Depression/Suicide
- Nutrition & Health
- Pressure At Home
- Gang Environment
- Trafficking
- Goal Setting
- Part-time Work
- Failing Grades
Mentorship is......

Transformative for both parties
Mentorship......

Can have positive outcomes
AND.....
Mentorship AND abandonment and negative outcomes.
Mentorship is......

Inherently flexible
TYPES AND SUBCATEGORIES

1. Informal
2. Formal

1. One-on-One
2. Group Mentoring
3. Team Mentoring
4. E Mentoring
5. Peer Mentoring
INFORMAL MENTORING
FORMAL MENTORING
FORMAL MENTORING

6 primary characteristics of formal mentoring programs:
1. Program objectives,
2. Selection of participants,
3. Matching of mentors and mentees,
4. Training for mentors and mentees,
5. Guidelines for frequency of meeting, and
6. A goal-setting process.
FORMAL MENTORING

- Program length is specified (12 months)
- Purpose of program is to restore trust, enhance assets and expand opportunity options
- Program participation is voluntary from both parties
- Evaluation process
- Matching of mentors and mentees uses input from participants
  - Interest areas
  - Demographics
  - Experiences
  - Geography
GROUP MENTORING
GROUP MENTORING

• Group mentoring: Includes multiple mentees with a mentor.
• Group Mentoring Examples:
• Research recommends no more than four mentees per mentor in small-group mentoring situations.
• The average small-group mentoring situation includes three adults for a group of ten youth, or three youth for each mentor.
ONE – TO – ONE MENTORING
…. A situation, meeting, or activity involving only two people
MENTORING IMPACT/OUTCOMES
## Outcomes: Informal and Formal

<table>
<thead>
<tr>
<th>Formal Mentoring</th>
<th>Informal Mentoring</th>
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<tbody>
<tr>
<td>• Connection to a strategic business objective of the organization</td>
<td>• Unspecified goals</td>
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<tr>
<td>• Established goals</td>
<td>• Unknown outcomes</td>
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<tr>
<td>• Measurable outcomes</td>
<td>• Limited access to the program</td>
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<tr>
<td>• Open access for all who qualify</td>
<td>• Self-selection of mentors and mentees</td>
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<tr>
<td>• Strategic pairing of mentors and mentees</td>
<td>• Long-term mentoring</td>
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<tr>
<td>• Mentoring engagements lasting 9-12 months</td>
<td>• No expert training or support</td>
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<tr>
<td>• Expert training and support</td>
<td>• Indirect organizational benefits</td>
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<tr>
<td>• Direct organizational benefits</td>
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GROUP MENTORING OUTCOMES

Behavioral, emotional, academic, etc. and seem to be effective across a wide range of youth participants.

Group mentoring programs offer a context for activities that develop mentee skills, change mentee attitudes, and offer positive peer interactions; and that these processes may lead to behavioral outcomes for participants.
ONE–TO–ONE MENTORING

• Trust
• Confidence
• Relationship development
• Behavioral
• Reduction of Delinquency
• Academic
OUR IMPACT

BIG BROTHERS BIG SISTERS OF ORANGE COUNTY AND THE INLAND EMPIRE SERVED MORE THAN 3,000 CHILDREN LAST YEAR

80% OF LITTLES REPORT AN INCREASE IN ACADEMIC ACHIEVEMENT

60% ARE THE FIRST IN THEIR FAMILIES TO GRADUATE HIGH SCHOOL

98% GRADUATE FROM HIGH SCHOOL ON-TIME

90% ENROLL IN COLLEGE
MENTORING TIPS

STAGES OF MENTORING
OUR PURPOSE
For every child to have the opportunity to succeed in life and live up to their full potential

OUR MISSION
To provide strong and enduring, one-to-one professionally supported mentoring relationships for every child who needs and wants one

OUR VISION
To change the life of a child for the better, forever
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