



Mentoring

Tripod believes in participatory learning and we hope that through being part of the Organising for Power programme, both participants and mentors will gain specific knowledge, expertise and expand their networks. This programme aims to be a space where folks working for racial and migrant justice can contribute, connect, and share valuable information to strengthen and empower all elements of our movement.

What is mentoring for Tripod ?

- Mentoring is a partnership through which one person – a mentor – shares knowledge, experience, skills or information to support the development of someone else – a mentee.
- Mentors do this through supporting, encouraging and challenging mentees. Together, you tackle specific issues that the mentee is keen to talk about and explore with someone with more experience or knowledge.
- For a Tripod mentee, this might be anything from supporting the mentee in planning a campaign, supporting them to upgrade a group structure, to supporting them in writing a funding application.
- Mentors act as a sounding board when mentees are solving a problem or making difficult decisions.
- They also help mentees clarify issues so they can see the larger picture.
- Proactive: we believe that mentoring requires conscious effort and commitment from all involved. Mentees and mentors should think about goal setting, frequent communication, and a desire to learn and connect with each other.

Mentoring partnerships:

- ❖ Each mentoring partnership will have agreed objectives and aims defined at the initial meeting between the mentor, mentee and O4P team member. The needs of each person/group will vary and thus each mentoring relationship will have a unique set of goals specific to that partnership. You will both sign up to a **'Mentoring Agreement'** that outlines the contact times and level of support you have mutually agreed.

In general, mentoring involves:

- ✓ Listening and being non-judgemental;
- ✓ Building rapport, respect and trust;

- ✓ Creating “action plans” to help sort out solutions and strategies to tackle the challenges the mentee/group face
- ✓ Providing opportunities to feedback on the relationship to each other;
- ✓ Setting expectations and boundaries at the beginning of your relationship;
- ✓ Being realistic about what you can achieve and in what timeframe;
- ✓ Facilitating decision making by exploring different possible options;
- ✓ empowering the mentee to take their own approach to a situation and work out the best way to proceed
- ✓ Inspiring the mentee to realise their potential and have self-confidence;
- ✓ Where needed looking things up on the internet or refer to someone else for their advice;

What is not mentoring?

- X Mentoring is not counselling/therapy or coaching.
- X Mentoring is not about supporting someone through personal emotional issues.
- X Mentees learn from the experience of mentors, often someone with more experience in the area where the mentees need support.
- X Mentoring is not a one sided relationship : a mentor isn't all-knowing and you will learn from each other.
- X Taking over or trying to do things for the mentees