

MENTORING THE MENTORS

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PROGRAMME

1	OPENING REMARKS	DR ALBERT AKPALU <i>Secretary- General- WACP</i>	2 mins
2	INTRODUCTION	DR VICTOR ANSA- <i>Director of Training</i>	5 mins
3	FUNDAMENTALS OF MENTORING	DR AMAM MBAKWEM <i>Faculty of Internal Medicine</i>	15 mins
4	UNDERSTANDING YOUR MENTEE	DR MAYOWA PEMI <i>Faculty of Family Medicine</i>	15mins
4	MENTORING TECHNIQUES	DR MUSA ABBA WAKIL <i>Faculty of Psychiatry</i>	15 mins
5	QUESTIONS AND ANSWERS	ALL	15mins
7	CLOSING		

OUTLINE

- **THE PROGRAMME**
- **INTRODUCTION**
- **DEFINITIONS**
- **BECOMING A MENTOR**
- **COMPONENTS OF A GOOD MENTORSHIP PROGRAMME/BENEFITS OF MENTORSHIP**
- **CONCLUSION**

INTRODUCTION

- A **MENTOR** IS A PERSON WHO HAS PROFESSIONAL AND LIFE EXPERIENCE AND WHO **VOLUNTARILY** AGREES TO HELP A MENTEE DEVELOP SKILLS, COMPETENCIES AND GOALS.
- HE/SHE IS AN **ADVISOR** AND A **MODEL** AND IS **WILLING TO INVEST** IN THE MENTEE'S PERSONAL GROWTH AND PROFESSIONAL DEVELOPMENT.
- "A MENTOR IS SOMEONE WHO ALLOWS YOU (MENTEE) TO SEE THE HOPE INSIDE YOU- *Oprah Winfrey*

MENTORSHIP

➤ **MENTORSHIP** IS A RELATIONSHIP BETWEEN TWO PEOPLE WHERE THE INDIVIDUAL WITH MORE EXPERIENCE, KNOWLEDGE AND CONNECTIONS IS ABLE TO PASS ALONG WHAT THEY HAVE TO THE JUNIOR INDIVIDUAL **WITHIN A CERTAIN FIELD**

MENTOR, COACH OR TEACHER

Mentoring, Coaching, Precepting: Similarities and Differences

Mentoring

- Involves sharing of knowledge
- Longer time investment
- Facilitates decisions
- Focused on the mentee

Coaching

- Involves questioning and assessing
- Limited investment
- Reflective listening
- Focused on tasks

Precepting

- Involves teaching and evaluation
- Limited time investment
- Focused on the learner and tasks

BECOMING A MENTOR

- BECOMING A MENTOR IS ONE OF THE MOST FULFILLING ROLES THAT EXPERIENCED PROFESSIONALS CAN HAVE.
- ARE WE WELL GROUNDED AS FELLOWS OF WACP TO UNDERTAKE IT IN A CONCISE MANNER?
- THIS IS THEREFORE THE FOCUS OF THIS TOT-TO MAKE US BETER MENTORS. AS MENTORS:
 - ❖ WE SHOULD MAKE OURSELVES AVAILABLE
 - ❖ WE SHOULD BE ABLE TO PROVIDE A NETWORK OF CONTACTS FOR THE GROWTH OF MENTEES
 - ❖ MENTORS NEED TO BE GENUINE AND AUTHENTIC LEADERS. TRUST IS VITAL IN THIS RELATIONSHIP

COMPONENTS OF AN EFFECTIVE MENTORSHIP PROGRAMME



BENEFITS OF MENTORSHIP



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CHARACTERISTICS OF A GOOD MENTOR

- Good listener
- Flexible
- Value diversity of perspectives
- Knowledgeable
- Nonjudgmental
- Able to give constructive feedback
- Honest and candid
- Able to network and find resources
- Successful in career
- Willing/able to devote time to developing others

SELF-ASSESSMENT

- What are my strengths as a mentor?
- What are my challenges as a mentor?
- In what ways can I compensate for my mentoring weaknesses (e.g., books, training, advice from good role model)?

CONCLUSION

- I am confident that at the end of the lectures and the discussions that will follow we would have learnt a few things to make us better mentors.



**THANK YOU FOR YOUR
ATTENTION**