

ELITE EDUCATION INSTITUTE

CRICOS Code 03390A

MENTORING PROGRAM

The Power of Mentorships

EI understands that sufficient and appropriate Student Support Services contribute to the quality of a student's learning experience and their academic success. EI has made a **'Mentoring Program'** available to all EI Students for the benefit of enhancing our student's learning ability and academic success.

Mentoring is a process whereby someone who has more experience in life and/or their profession, share their knowledge and experience to provide guidance to someone who wants to learn from them and follow a related path.



<p>Mentoring relationships that help:</p> <ul style="list-style-type: none"> ○ <i>Trust and honesty: sincerity.</i> ○ <i>Creation of opportunities.</i> ○ <i>Increase skills and confidence.</i> ○ <i>Mutual respect and integrity.</i> ○ <i>Not allowing dependence.</i> ○ <i>Mature adults with a common interest.</i> ○ <i>Reinforce capacity for independent judgement.</i> 	<p>Mentoring relationships that hinder.</p> <ul style="list-style-type: none"> ○ <i>Hesitancy to discuss concerns : lack of sincerity.</i> ○ <i>Different expectations.</i> ○ <i>Poor communication.</i> ○ <i>Mentor cultivates dependence.</i> ○ <i>Sense of exploitation.</i> ○ <i>Mentor expects gratitude.</i> ○ <i>Immature emotional involvement .</i>
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1. Mentoring: The Five Types of Multipliers & Diminishers

(from: Wiseman, Liz, Greg McKeown. 2010. Bringing Out the Best in Your People, *Harvard Business Review* 88 (5): 117-121.)

DIMINISHERS	MULTIPLIERS
<p>The Empire Builder Hoards resources and underutilizes talent</p>	<p>The Talent Magnet Attracts talented people and uses them to their highest potential</p>
<p>The Tyrant Creates a tense environment that suppresses people's thinking and capabilities</p>	<p>The Liberator Creates an intense environment that requires people's best thinking and work</p>
<p>The Know-It-All Gives directives that demonstrate how much he or she knows</p>	<p>The Challenger Defines an opportunity that causes people to stretch their thinking and behaviors</p>
<p>The Decision Maker Makes centralized, abrupt decision that confuse the organization</p>	<p>The Debate Maker Drives sound decisions by cultivating rigorous debate among team members</p>
<p>The Micro-manager Drives results through his or her personal involvement</p>	<p>The Investor Gives other people ownership of results and invests in their success</p>

2. What to expect from Mentors

A mentor is someone who:

- Is a confidant and advisor
- Is a guide and coach
- Is entrusted with the care and is a sounding board of another
- Has knowledge and experience
- Is further along the journey than the mentee
- Has volunteered their time to focus on their mentee
- Welcomes newcomers into the professional world and take a personal interest in their career development and well-being
- Offers support, challenge, patience and enthusiasm while they guide
- Listens
- Sometimes challenges
- Exposes mentees to new ideas, perspectives and standards, and to the values and norms of the profession.

3. What to Expect from Mentees (students)

Mentoring is a two-way relationship. Both mentors and mentees are required to invest in it. Students are expected to be:

- available
- eager to learn
- open-minded
- sincere
- loyal
- honest/trustworthy
- professional



5. The Content of Mentoring

The content of mentoring is specific and personalised, according to the needs, interests, goals and circumstances of the mentee.

Some of the topics covered in mentoring are those established as employability skills by industry and the Institute. The following is a list of power-point summaries of generic employability skills. Any or all of them are available to Elite students.

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GENERIC EMPLOYABILITY SKILLS

POWERPOINT PRESENTATIONS

	1	2	3	4	5	6	7	8	9	10	11	12
	Oral Presentation	Career Planning	Job Application	Personal Interaction	Motivation & Engagement	Written communication	Oral Communication	Teamwork Communication	Intercultural Communication	Emotional Quotient	Mentoring	Interviews
Communication												
• Applying high level language & literacy skills	X		X		X	X	X			X		X
• Establishing strategies for communication	X	X	X	X		X	X	X		X		X
• Preparing proposals and written reports		X	X			X						
Teamwork												
• Providing leadership practices	X			X	X		X	X	X	X		
• Coaching and mentoring practices	X	X	X		X		X	X			X	
• Maintaining effective relationships	X	X		X			X	X	X	X		X
Problem-solving												
• Learning strategies in groups				X	X		X	X		X	X	
• Resolving issues of consistency			X					X	X			X
Initiative and Enterprise												
• Responsive approaches to professional practice		X		X			X	X			X	X
• Options for continuous improvement	X				X	X	X		X	X		
Planning and Organising												
• Researching information	X					X		X				X
• Analysing information		X			X	X		X		X	X	
Self-management												
• Ensuring organizational bases for practice	X	X		X		X		X			X	
• Evaluating one's own professional practice	X		X	X	X	X	X			X		X
• Participating in professional development activities	X				X		X	X	X	X		
Technology												
• Using hardware and software to monitor practice		X				X	X	X				
• Developing feedback tools using technology						X		X		X		
• Preparing documentation with a wide range of tools		X	X	X	X	X	X					X
• Using the web to conduct research		X				X	X		X		X	

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