

Mentoring: concepts and brief guidelines

Synopsis

If economic theorists are correct in suggesting that the exploitation of intellectual capital is the key to economic and social success in the 21st century, then initiating, maintaining and developing the potential of people will be of paramount importance to any organisation.

Mentorship and support are seen as fundamental to the educational development of all staff within the higher education context, with the current focus on formal mentorship arrangements to assist individuals and organisations through times of change and transition and to provide a safe environment in which to learn. Valuing individuals and maximising upon their potential will enhance motivation, encourage creativity, stimulate independence, nurture leadership qualities and ultimately benefit the student/client experience.

Aim

Alongside a growing literature on mentorship practice in higher education settings generally, similar developments have been taking place in the training and education of professionals in the work place. This seminar provides the opportunity to draw on some of the growing literature on the mentoring process in higher education and, through a series of practical tasks will raise awareness of the concept itself..

Learning outcomes

By the end of this seminar it is expected that you will be able to:

- Actively participate in debates about the practice of mentoring and other forms of support to trainees/learners in higher education settings, informed by theory and research in the literature.
- Review and evaluate the use of mentoring at Chester College, contrasting this to other forms of support which have been traditionally offered.
- Reflect on the practice of mentoring, either as a mentor or mentee, identifying the skills which are needed to perform either role effectively.