



The Mentoring Journey: walking side-by-side towards success

ACIPC National Conference

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Who are We?

- At Art of Mentoring we help people and organisations to thrive using highly effective strategic mentoring. We assist them to create human connections and deepen learning - with amazing results!
- Gina Meibusch
 - Chief R&D Officer and Head of Client Success
 - Emerging people leader and I bring curiosity to everything I do
 - I love to apply and share what I learn!

**A mentor helps a mentee to
improve the quality of their
thinking and decision-making**

Professor David Clutterbuck



ACTIVITY

In pairs

- Person A to talk for 1 minute about something
Person B to listen
- Swap and repeat
- Discuss what you were thinking and doing while listening



5 LEVELS OF LISTENING

1. To argue or refute
2. To respond (statement or question)
3. To understand
4. To help the other person understand
5. Without intent



Actually LISTEN

Answers & Advice



Transcriber: Ximena Espinosa
Reviewer: Zsófia Herczeg

AVOID

Answers & Advice

Ask.

Ask.

Ask again.

1. What's on your mind?
2. And what else?
3. What's the real challenge here for you?
4. What do you want?
5. If you're saying 'yes' to this, what must you say 'no' to?
6. How can I help? vs "What do you want from me?"
7. What was most useful or valuable here for you?

What would it mean if ...

Learn and practice the skills

Develop and encourage the mindset

Make this the norm among your leaders

*The greatest gift you can give someone
is your undivided attention*

Will Schwalbe

Questions and Discussion

Thank you

