

# **LONDON COMMUNICATORS -THE MENTOR PROGRAMME**

## **BEING A MENTEE**

**Prepared by David Lennon, London Communicators 15/07/07**

Participation in the Mentor Programme will team you, the new member, with an experienced member (a mentor) in an informal, interactive, and supportive relationship to assist you in achieving accelerated growth in public speaking and leadership. The programme is informal and can be tailored to suit your individual needs.

### **THINGS YOU MIGHT WANT HELP WITH:**

- Choosing and/or organizing speech content
- Speech preparation & practice
- Speech quality (clarity, persuasiveness, relevance, etc.)
- Specific speaking techniques (voice quality, gestures, facial expressions, etc.)
- Building or improving leadership skills
- Improving English (accent, pronunciation, grammar, etc.)

### **BENEFITS TO MENTEE**

- Guidance in setting and achieving goals.
- Assistance in developing strategies for achieving success, and "co-pilot" support to employ those strategies.
- Support to identify and overcome barriers to speaking success.
- Direct constructive feedback to facilitate more-rapid improvement of speaking skills.
- Help in identifying style, gifts, aptitudes and personality traits - What about your delivery works for you? What about your approach is most effective? What are your strengths?

### **DEFINITION OF A MENTOR**

The word "mentor" has its origin in Greek mythology: the goddess Athena, disguised as a wise old man named Mentor, was the teacher and guardian of Telemachus, the son of Odysseus. King Arthur of Round Table fame had Merlin the Magician as his Mentor,

Consequently, in modern usage, a mentor is a counsellor, guide, teacher, and coach. More specifically, a Toastmasters' mentor:

- Possesses advanced skills, experience, and knowledge in public speaking and leadership
- Provides support, constructive feedback, and advice to help you build upon your strengths and improve upon your weaknesses as you define and achieve public speaking and leadership goals.
- Knows Club roles, duties, procedures, and traditions.
- Attends Club meeting regularly and is an active participant.

## **MENTOR PROGRAMME GOALS**

The Mentor Programme is designed to help you achieve three primary goals:

1. Experience accelerated growth and achievement in public speaking and leadership, including the mastery of basic skills, development of a personal style or technique, and control or elimination of nervousness.
2. Learn Club roles, duties and procedures, allowing you to maximize your contribution to and enjoyment of each Toastmaster meeting.
3. Develop supportive friendships with other Club members and Create an ongoing experience of community as we all help each other to learn and grow.

## **MENTOR PROGRAM OVERVIEW**

Your interaction with your mentor will occur both during and outside Club meetings. During Club meetings, your mentor will observe your performances in the various roles and duties and give you support, instruction, and constructive feedback.

Outside of Club meetings, communication will typically occur by telephone and e-mail. In particular, he or she can present and discuss feedback about your past performances, and discuss ideas, strategies, and goals for your upcoming speeches and other meeting roles and duties. You, in turn, are encouraged to communicate your questions, concerns, and desires for support and feedback.

Your level of interaction with your mentor is likely to decline after 6 to 12 months, depending in part on how quickly you master the Club

meeting roles and your rate of growth in public speaking. You'll be surprised how quickly you will develop increasing autonomy and self-direction through your interaction with your mentor.

## **RECEPTIVE RECIPIENTS**

Mentees have responsibilities to their mentors to be:

- Eager to learn - willing to accept new challenges
- Receptive - being prepared to accept feedback as an opportunity to improve
- Open to new ideas - able to see things from another perspective