

# Mentoring Support

**AIM 21 Mentorship Program**

**Wave 2**

**(June 15 – September 15, 2021)**



## Hello I'm Sze



Mentoring Program Manager, AIM  
Senior Consulting Engineer,  
Canon Singapore

## Hello I'm Yen-Lu



Co-Founder, AIM  
Executive Chairman, WholeTree Foundation  
Founding Partner, Fatfish MediaLab  
Executive Mentor, YSI SEA  
Founder, Deep Human

# Agenda

- *Welcome and introductions*
- *Brief sharing about AIM*
- *Mentoring as a Foundation*
- *The AIM Mentoring Journey*
- *Check-in Milestones*
- *Usage of Mentoring Engagement Tool*
- *Q&A*

## Mentoring Support



# Our Purpose

*To grow mentors and raise the quality of mentoring, expand the mentoring ecosystem while spreading the benefits of mentoring to impact millions of lives.*

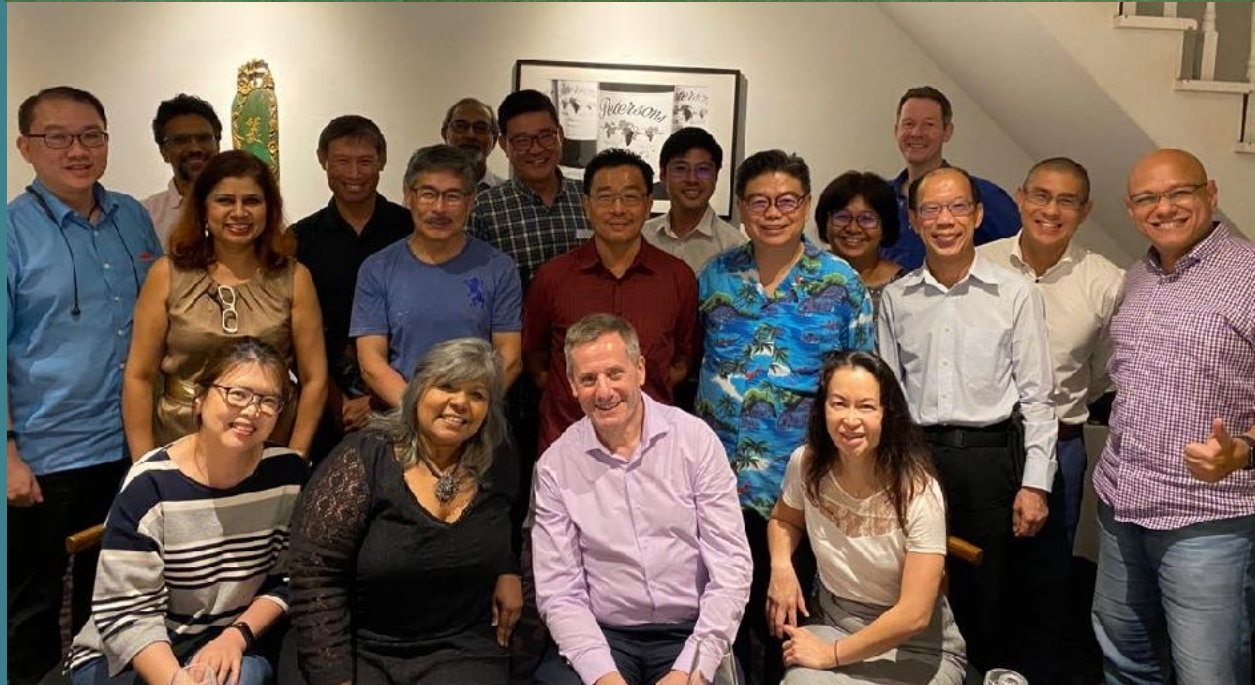


十年樹木 百年樹人

It takes 10 years to grow a tree  
100 years to grow people



# By Volunteers For Volunteers



## Our Partners

# ASIA INSTITUTE OF MENTORING RESOLUTION '21





***“Know thyself.”***

- Socrates



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To share. To learn. To impact lives



至聖先師





# Mentorship: The Journey Begins



十年樹木 百年樹人

# Show of hands

Has anyone taken the time to guide you in some aspect of your work or life without expecting anything in return?





Mentors are people who can  
give hope, build resilience in others, provide support,  
wisdom and advice with a heart  
***Mentoring is a form of people power***  
***Good mentors are good listeners***

**Mentoring is a  
2-way relationship**

**Both mentor and mentee  
can grow from the  
interaction**



# Mentoring can help Entrepreneurs & Leaders

- Share expertise
- Improve leadership skills
- Get different perspectives
- Build network
- Build own skill as a mentor



# “Great Mentors Focus on the Whole Person. Not Just Their Career”

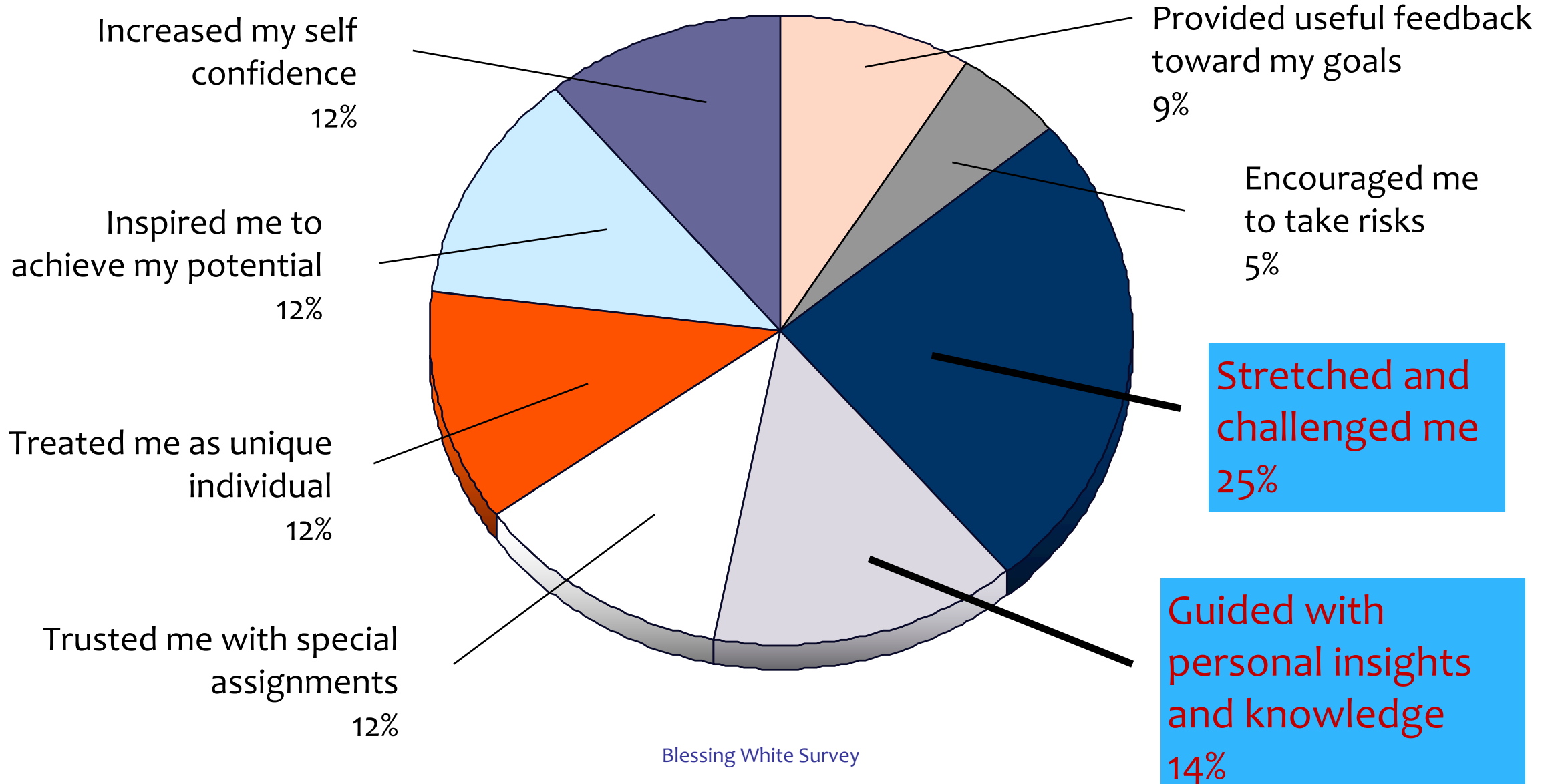
... it’s one of the beauties of mentoring and what differentiates it from coaching for skill-building or performance.

Harvard Business Review  
Rick Woolworth  
August 09, 2019

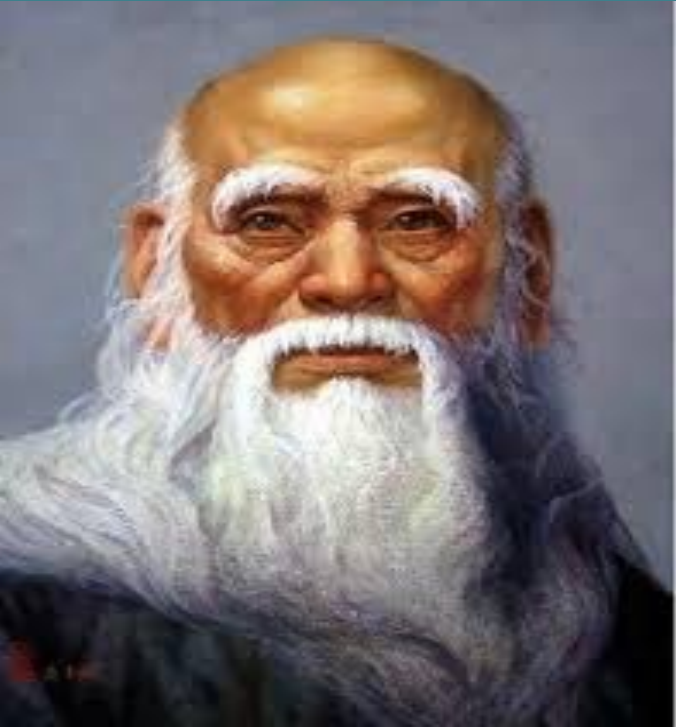


Simon Sinek  
What does it mean to be a Mentor?  
January 22, 2018

# What Makes a Good Mentor? (Mentee's View)







知人者智也，自知者明也。  
勝人者有力也，自勝者強也。

“To know another is intelligence;  
To know oneself is true wisdom.  
To master others is strength;  
To master oneself is true  
power.”

*What is your level  
of awareness?*

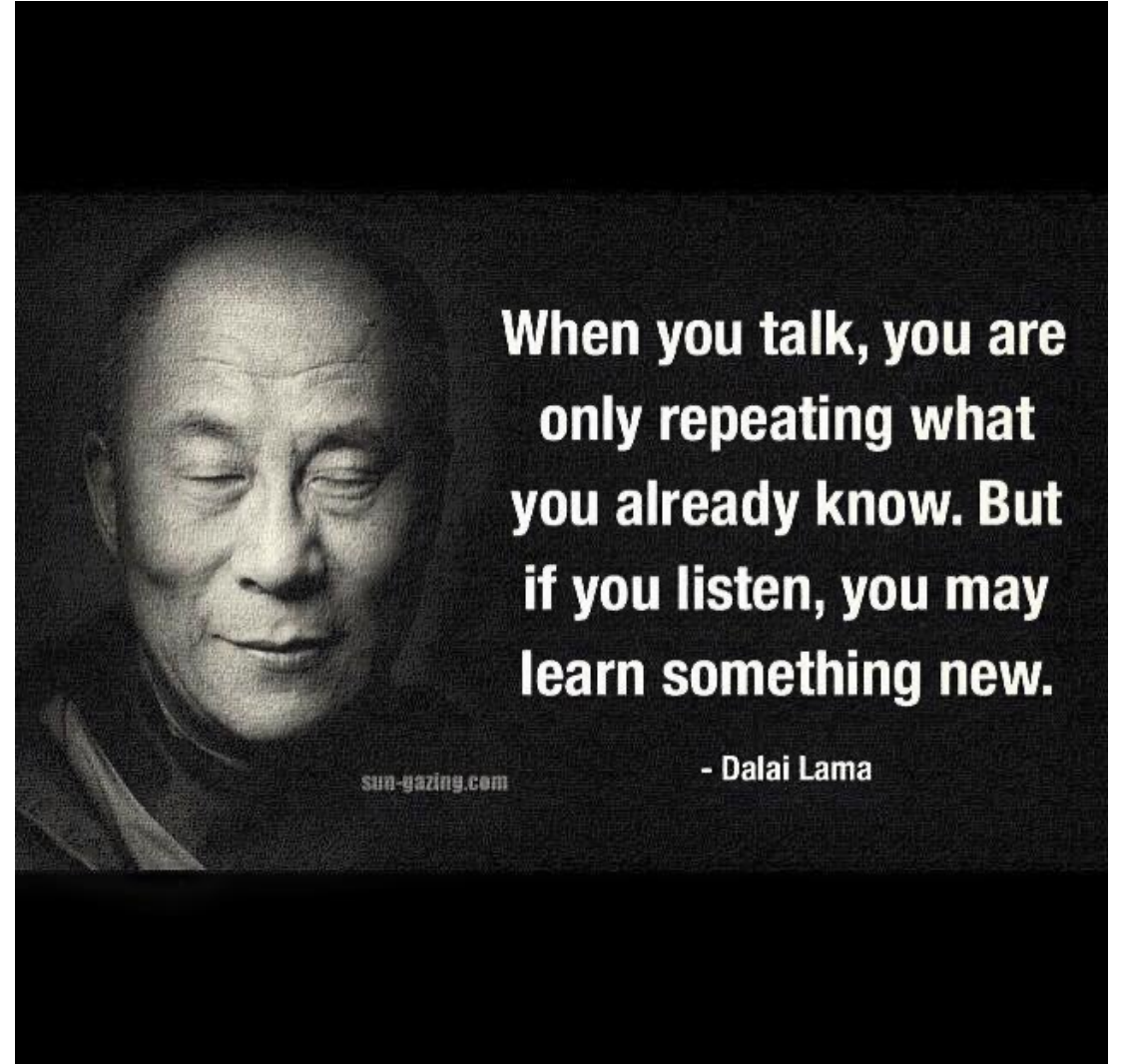


# LISTENING



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**When you talk, you are  
only repeating what  
you already know. But  
if you listen, you may  
learn something new.**

sun-gazing.com

- Dalai Lama

# What is Active Listening?

- ✓ Curious and interested in the other person
- ✓ Feel honoured that someone is sharing their information with you
- ✓ Being in that space totally, not knowing what's next- Compass vs Map
- ✓ Being alert to what is being said and unsaid and aware of physical cues – language, posture, visual cues etc.

## Common Mistakes in Listening

- ◇ Listening to respond and/or talking
- ◇ Making assumptions ... jumping to conclusions
- ◇ Allow personal prejudices
- ◇ Concern with words, not ideas

# Listening Tips

- ◇ Make eye contact and stay focused on the speaker
- ◇ Check out what you heard
  - Summarize the content
  - Reflect back the feeling
- ◇ Be aware of your body language



Ear

King

耳聾

Eye

Undivided  
Attention

# Questioning

- ◇ Garbage in, garbage out – answers we receive depend on the type of questions we ask
- ◇ Asking the right question is at the heart of effective communication
- ◇ Effective questions are powerful and thought provoking – how well do we ask?



# Learning Questions

**Create Awareness**

**Change Perspective**

**Challenge Assumptions**

**Elicit Action**

# Activity: *Learning Questions*

**Create** Awareness

**Change** Perspective

**Challenge** Assumptions

**Elicit** Action

## Identify what type of questions are these?

1. Where are you now on a scale of 1 to 10?
2. What would be your next step?
3. Who is stopping you?
4. How might this be done differently?
5. What if the obstacle did not exist?
6. How do you feel about this?
7. When are you going to do it?
8. Tell me about a recent success

# Mutual Agreement and Understanding



# The AIM Mentoring Journey

- ✓ Build a WORKING level of Trust with the Mentee
- ✓ Provide Broader and Alternative Perspectives to the Mentee 'Master Perspective'
- ✓ Encourage the Mentee to Develop Proactive, Positive Course of Actions
- ✓ Encourage the Mentee in Taking Action, and Receiving Feedback
- ✓ Guide the Mentee to see the Feedback from a Growth Mindset Perspective
- ✓ Encourage the Mentee to Grow
- ✓ Guide the Mentee to find Purpose
- ✓ Encourage/Inspire the Mentee to Help Others
- ✓ Use the AIM Mentoring Framework

## Uplifting the Human Spirit *via* Mentoring



Mentors can Guide Others to Live As  
Better Versions of Themselves

In order to

Help themselves (self-efficacy)  
Self-Actualise

# Milestones Check-Ins



**15-Jun**  
Start of 1<sup>st</sup> Month



**Kick-Off**

learn more about joint commitment to the mentoring program



**WhatsApp**

**14-Jul**  
End of 1<sup>st</sup> Month



**Rapport**

the pair have made contact and established communication



**SurveyMonkey**

**29-Jul**  
Mid of 2<sup>nd</sup> Month



**Purpose**

they have set some goals and have a sense of direction



**Zoom**

**16-Aug**  
Start of 3<sup>rd</sup> Month



**Reconnecting**

discuss progress and challenges (not alone); share strategies



**Zoom**

**15-Sep**  
End of 3<sup>rd</sup> Month



**Closure**

celebrate success, acknowledge contribution and provide a sense of closure to those who want it; feedback and end of facilitation



**Testimonial through AIS**



**SurveyMonkey**

Demo

# Mentoring Engagement Tool



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**Thank you!**

**Questions?**

[WWW.ASIAINSTITUTEOFMENTORING.COM](http://WWW.ASIAINSTITUTEOFMENTORING.COM)