

# Asia Institute of Mentoring

To share. To learn. To impact lives.



## Newsletter – 2022 Summer Edition

# AIM 22

## Mentoring Movement

“Welcome to 2022 Summer issue of the Mentoring Newsletter from the Asia Institute of Mentoring (AIM)!

AIM is the first organization in Asia (and the world) to focus on growing mentors, raising the quality and setting the standard in mentoring, bringing mentoring to the spotlight, and promoting mentoring as a life philosophy..”

[Read more here.](#)



### Mentor Story: Avi Liran

Global Delightful Experience & Organisational Culture Consultant; TEDx & CSP Keynote Speaker

[Read more here.](#)



### Mentor Story: Darren Tan

Coach; Trainer; Conference Speaker

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# Welcome Message

Welcome to the 2022 Summer issue of the Mentoring Newsletter from the Asia Institute of Mentoring (AIM)!

AIM is the first organization in Asia (and the world) to focus on growing mentors, raising the quality and setting the standard in mentoring, bringing mentoring to the spotlight, and promoting mentoring as a life philosophy.

Today the community has grown to over 5000 strong, comprising over 350 mentors across multiple demographic segments in nearly 30 industry sectors.

As we start the new year with the launch of the AIM 22 Mentoring Movement (AIM 22) to bring hope and optimism in the emerging new normal, we wish to shine a spotlight on many of the mentors who have been leading the charge in this mentoring movement, within the AIM community also out there in the society. Many have participated in AIM-organized events as mentors, speakers and special guests; others are key influencers and leaders in their industries and the society.

Hence, the My Mentoring Story project was born. My Mentoring Story is a series of short video interviews of these pioneering mentors - their experiences and mentoring stories as seen thru their eyes and told in their own voices - on their personal journeys to inspire and guide others to a greater height whether in business, career, family, personal development, self-actualization - on their way to becoming a better version of themselves.

This Mentoring Newsletter is our way to bring their stories to you - and out to the broader community. This is the

first of many such mentoring stories.

In a fast-paced world where the only constant is change and the future is all but certain - and where our planet faces unprecedented challenges - the work of mentors and mentoring has never been more important and more urgent. There is an urgent need for each of us to draw on our strengths and creative potential as human beings, to connect with our higher self and our deeper purpose to contribute towards humanity in a positive and impactful way. Mentors are our guides on this journey.

And as such, mentoring is a foundation for a kinder, gentler, more inclusive, more just and more sustainable world.



*Yen-Lu Chow*

Founding Executive Chairman  
Asia Institute of Mentoring



# My Mentoring Story



 Avi Z Liran

Global Delightful Experience &  
Organisational Culture Consultant;  
TEDx & CSP Keynote Speaker

“Hello ,my name is Avi Liran and I was asked by the Asia Institute of Mentoring to answer a few questions about mentoring. There is an Israeli proverb that says that you need at least two kinds of mentors - an older one that will give you experience and wisdom; a younger one that will bring youth and energy.”

## How did your journey of mentoring start?

“When I was 12, I was already training the 11 years old. I always like to bring out the potential in others and win together.”

## Who influenced you?

“The person that influenced me was Charles Simon, president of the Israeli business association when I was the trade attaché at the Israeli embassy. He had a whiskey in his hand to kill the worms and he was celebrating life, dining, enjoying with friends all the time. He was extremely generous but at the same time he was thrifty not to waste money unnecessarily. He took care of people, like his ex who was nasty. He still took care of her after they separated. He volunteered to organizations like the Israeli Business Association and he took pride in it and did the right thing for people.

Next would be Lenny Ravich, 86 years old, the guru of optimism in the world, my business partner and mentor. One day, we were training the top leadership

of Hong Kong jockey club, and he asked me how was the controversial thing that I just did? I started my sentence, “I think you should…” and the minute the word ‘should’ came out of my mouth, he raised his voice at me and said “I should nothing.” and that is right because ‘should’ is very judgmental.

I should have listened, I should have asked before casting a judgment. He helped me to understand that I need to have greater awareness because with greater awareness I have more and better choices.

He also told me: “Once I had an opinion and that was the worst day of my life.” . I did not understand that at that time. It took me years to understand when we are attached to our opinion, we stop listening, we stop being effective. So listen!”



## Why did you choose to become a mentor/mentee?

“Since 2006, I have been working to find out the secrets on how can you deliver delight and I found what is the engine of delivering delight. With that engine is one word and if you do it consistently and all heartedly, you are going to earn trust, gain influence, feel a sense of belonging even if you are new; and you and everybody else are going to be happy. Do you want to know what it is?”

The answer is contribution. When you contribute and you are responsible for someone else's success, you have immediate gratification of telling your ego: “Hey, I'm actually a nice guy.” . It is coming from within. It makes you and everybody else happier. It develops long-term relationships even at a later time of your life that shows people that you care for them and they want to care for you.”

## What were your most valuable lessons?

“The first one is no exclusivity. As a mentor, you could have multiple mentees. As a mentee, take the one that has the strength for something that you want to learn. If you want to learn how to make a book, do not learn from someone that never made a book. If you want something about your business economy, or how to scale up, learn from people that have the experience in that remark.

It is a two-way relationship, almost like taking a family member on board. You have the responsibility and the

commitment to each other, at the same time it is a dialogue not a monologue, you both listen, you both learn, you both teach.

I have learnt that a good mentor has to have very good and pure intention for the success of the mentee without hitting agenda. At the same time, it is very important to set up expectations and boundaries.

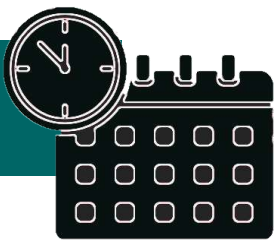
A great friend of mine, Yarin Kimor, said that experience is a flashlight that illuminates the past and not necessarily the future. Some people have 25 years experience of repeating one year 25 times. So as a mentor and mentee, we have a responsibility to let go of judgment and look at things with a fresh perspective.

Experience is great when it serves. It becomes a liability when it blocks the vision, so be open-minded and let go of the judgment of attachment and opinions. Once I had an opinion and that was the worst day of my life.

## WATCH THE FULL VIDEO HERE!



# Upcoming Events 1



**★ NOT TO BE MISSED!**  
**Tuesday**  
**5 July 2022**  
**6:00 PM**

## AIM Social Night *Networking x Wine Tasting*

Join us for an amazing night where you get to network with others over a glass of wine and make new connections!  
 Location: Petersons Wines Singapore, 22 Emerald Hill, S(229304)  
 Dress code: Business casual  
 Fees: \$20 SGD (Public); Free (AIM Members)

**Tuesday**  
**12 July 2022**  
**7:00 PM**

## Communicating Effectively from Campus to Corporate *Youth Career Series*

A life-changing transformation for anyone! Learn how to better prepare yourself in order to present your best self forward. In order to manage this life transition process efficiently, it is of utmost importance to communicate effectively.

**Wednesday**  
**20 July 2022**  
**8:00 PM**

## Relieving Stress & Anxiety *Well-Being Series*

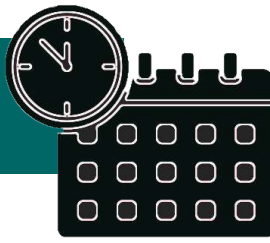
Everyone experiences stress and anxiety and this can adversely affect our physical, emotional and mental well-being. Gain long-term significant benefit from effective techniques that will help bring these levels under control.

**★ NOT TO BE MISSED!**  
**Thursday**  
**21 July 2022**  
**8:00 PM**

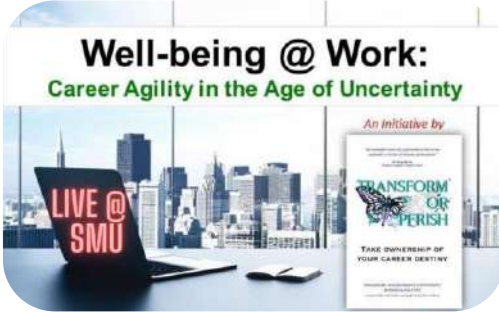
## LICENCE TO THRILL: The Green Arrow *Career & Sustainability Series*

#1 team bonding experience - a blend of psychologically curated sharing activities, interspersed with virtual challenges to create a engaging, entertaining and empowering experience that enhances trust, team bonding and team psychological safety.

# Upcoming Events 2



Thursday  
30 July 2022  
9:30 AM



## Well-Being @ Work: Career Agility in the Age of Uncertainty *Career & Well-Being Series*

[Physical Event | LIVE @ SMU] – a seminar organised by the Editorial Committee of a new book entitled ‘*Transform or Perish: Take Ownership of your Career Destiny*’ where a panel shares practices and insights on how one can develop personal agility to manage uncertainties in their careers in order to achieve better well-being at workplaces.

Wednesday  
10 Aug 2022  
8:00 PM



## The Gut Biome & Mental Health *Well-Being Series*

Learn more about your guts, understand why it is named as the second brain in your body and how it communicates directly with your brain. As it affects your emotions and mental well-being, optimizing it allows you to better manage your mental health and well-being.

★ NOT TO BE MISSED!

Tuesday  
16 Aug 2022  
8:00 PM



## Take the Lead! – Applying “The Seven Rules of Service Leadership” *Leadership Series*

Engage in an interactive session where you self-evaluate and share about the seven rules of service leadership, what comes to you and which calls for greater attention and effort. All of these plays a vital role in identifying behaviors for cultural strength in outstanding service organisations.

★ NOT TO BE MISSED!

Thursday  
25 Aug 2022  
1:00 PM



## Venture Building for Impact *Entrepreneurship Series*

Hear from an entrepreneur with over 20 years of experience on how he sees the state of venture building, start-up ecosystem and sustainability in Asia. This highlights the fact that venture building is indeed a sustained and team-based effort.

Sign up & view all upcoming events [here](#).



**Certified Professional Mentor (CPM) program** is AIM's flagship 4-day 7-module intensive holistic mentor training program to provide a solid foundation in the art and science of mentoring.

The CPM Certification Process includes a mentoring practicum where the candidate is required to complete 2 mentorship cycles (each 3 to 6 months in duration within a 12-month timeframe).



At the completion of the program, you will receive a certification as an AIM Certified Professional Mentor (CPM).

**Our upcoming CPM program kicks off 11 July.  
Sign up fast!**

Dates: 11, 18 & 25 July; 1, 8, 15 & 22 August 2022

Time: 19:30 - 21:30 SGT (GMT+8)

Venue: Live Online Zoom

Fees: SGD 500 (Highly subsidized by AIM as a not-for-profit organization.)

FOR MORE INFORMATION CLICK [HERE](#).



**CERTIFIED  
PROFESSIONAL  
MENTOR (CPM)**

**11, 18 & 25 July 2022**

**1, 8, 15 & 22 August 2022**

# AIM Mentoring Programs



**AIM 22** is a Mentoring Movement initiative to bring hope and optimism to help everyone transition towards a new normal. It also helps one to be more empowered and supported in societies these days.

Our goal is to have people mentoring forward every year, through acts of generosity giving, caring and kindness, and to continue to build on it every year for the next decade.

AIM 22 MENTEES CLICK [HERE](#).  
AIM 22 MENTORS CLICK [HERE](#).

**AIM 22 Mentoring Program**  
To share. To learn. To impact lives.  
<https://asiainstituteofmentoring.com/be-an-aim22-mentee>

**Join us in our 3-Month Program**

Registration deadline:  
Thursday, 30 June 2022

**M.Y AIM** is a Youth Mentorship Movement specially curated to target at youths between 17 - 25 years old. It is a collaboration between Metropolitan YMCA (MYMCA) and Asia Institute of Mentoring (AIM) that helps to bridge the gap between youths and their career aspirations through mentoring.

We hope to support youths in their growth journey and see them discover themselves in doing what they love, loving what they do.

M.Y AIM MENTEES CLICK [HERE](#).  
M.Y AIM MENTORS CLICK [HERE](#).



**M.Y AIM**  
Do what I love, love what I do

**Be a M.Y AIM 2022 Mentee!**  
If you are between 17 - 25 years old, sign up to be paired with a committed mentor to help you navigate your next steps to a fulfilling life for the next 3 months (from February 2022!)

**Be a M.Y AIM 2022 Mentor!**  
Inspire the next generation and bring mentoring to youths to help them learn, grow and achieve their fullest potential for the next 3 months (from February 2022).



# My Mentoring Story



**Darren Tan**

Coach; Trainer;  
Conference Speaker



## How did your mentoring journey start?

“Growing up, as we try to figure out a place in this world, we always look for people who are older and wiser than us. We then seek them out to ask for advice and wisdom. All this mentoring has been on a very informal basis and it was later on in life that I was introduced to structured mentoring, a more formalized way where there is someone consistently watching out for us and being our go-to person.

I see the greater benefits of having structured mentoring and so I have embraced and sought to implement that as part of my service in the Singapore army, among the national servicemen. My plan to implement a mentoring program and extending it army wide has taken off well and it has been embraced by the military.”

## Who influenced you into mentoring?

“I remember the mentors in my life. In my early days, they would come to me and not judge me it's not they are not here to criticize they are here to listen to me as I share about my perspective of the world and they would gently share theirs and bring me bring me to their way of thinking and uh as I put that to action I see the benefits the fruits of it and I realized that really it's really about the disposition of the mentor it's not about I'm not here to force you into a decision but I'm here to help you figure it out on your own and so that has been the basic philosophy of mine when I approach uh talking to people and building a relationship connecting with them to want to help them progress or navigate their careers or whatever they are doing in front of them.”

## What were your most memorable mentoring moments?

“It was in the military when I was a commanding officer and one of my officers came to me and shared that he is experiencing challenges within his family because his wife recently given birth and now he sees a big challenge of navigating both career and family life. I sat down with him and instead of confining the conversation to just about military matters, we veered into family life and I shared how earlier in my life I manage to navigate the same situation. He felt so encouraged by it that up till today he is still serving.

For me, it is helping people overcome the blockages that they are experiencing and allowing others to see the way ahead. That is important for mentoring.”

## Why did you choose to become a mentor/mentee?

“Definitely, I always want to pay it forward. I have benefited from mentors in my life and now I would like to do that for the next generations as well, helping them figure out the way ahead. In no means dictating to them but helping with another perspective so that they can figure it out on their own.

The second thing is reverse mentoring, an idea where I learn about the next generation on how they think, what troubles them, what are the challenges they have and also learning to connect with them. That is very important for us because this is not a competition between the generations. Basically, it is how we can collaborate together to create a better world for the future by paying it forward.”

## What were your most valuable learnings?

“The thing that I really appreciate the most is learning about people even though we like to brand different generations like Gen Y, Gen Z, Millennials and form a conclusion about them. Actually, they are very unique

## WATCH THE FULL VIDEO HERE!



on their own. Each individual has their own unique perspective based on their experiences growing up and what they have been exposed to.

Moving forward with what they want to do, their aspirations and all is really fulfilling for me. I see the value of learning to connect and when you see someone reaching their goals, you feel fulfilled as well that you have helped contribute to that process. That for me is my biggest takeaway from mentoring.”

### What are some barriers that prevent people from seeking mentoring?

“I think there are several barriers. Some of them are rooted in our Asian culture where we feel that we want to be guarded. We do not want to express ourselves as if we open up, that shows a weakness and we may ‘lose face’. It might affect our career and that level of trust is not there. I just want to assure that every mentor that comes into your life are not here to judge criticize. We are here to support, encourage and confidentiality is key in every mentoring relationship. Our goal is to help you achieve the aspirations that you have.

I want to encourage everyone to get involved in mentoring, it does not matter where you are in your career as we all can benefit from mentoring either as a mentee or mentor. Mentoring is a wide spectrum and by embracing it, you can make the best out of it with so many nuggets of wisdom to pull from the mentors.”

### Your advice to aspiring mentors/mentees?

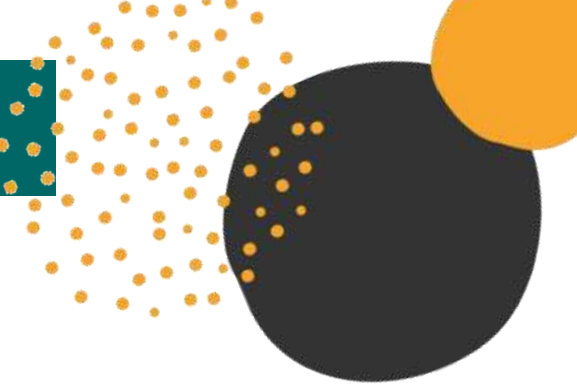
“One key question to ask ourselves is how do we prepare ourselves to be a mentee and/or mentor. I think first and foremost, it is considered a privilege to be a mentee as that means we are in a frame of wanting to learn from someone who is more experienced than us. So we should adopt an attitude of wanting to press into the mentor rather than let the mentor chase after us and we need to come prepared with questions beforehand.

To listen to a perspective that may be different from ours is important because it means that we are on the right track and we can learn. I think it is a very big responsibility. We must realize that we do not have all the answers and that we are also on this same journey of learning. Therefore, our preparation is probably lots of reflection on our career or experiences that we have had and asking ourselves what were the learning moments from our experiences. That is the key.

We need to be open or vulnerable to share about some of the missteps we have done or failures that we have had, but at the end is what have we learned from it. Being able to be vulnerable with our own failings is key as well.

I think we all can benefit from some kind of formal training to be a mentor because we only have limited time to mentor that person in front of us and if we could become more efficient in communicating, it would go a long way. AIM has a great Certified Professional Mentor program that we can go to and meet other fellow mentors who love to journey together. You will get training to be a mentor which will help us in the long run. So, I wish you all the best in your mentoring journey ahead.”

# Check out more about AIM



Main website [here](#)  
All events [here](#)  
Learning center [here](#)  
Join AIM as a Volunteer [here](#)  
Contact us [here](#)

Follow us on our socials to get updates!



## AIM Community Partners

