

Asia Institute of Mentoring (AIM)

MENTORING NEWSLETTER WINTER EDITION



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Welcome to the 2023 Winter Edition 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.



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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.

Launched in January 2019, AIM is today Asia's leading institute in mentor training and certification. We have organized over 200 learning events (masterclasses, webinars, fireside chats) with over 12000 participants, 17 cycles of mentorship programs involving 750 mentors and mentees, and 11 runs of Certified Professional Mentor (CPM) training program. These AIM initiatives collectively demonstrated the power of the community, and the unifying power of mentoring-driven human connections and care for the human spirit, showing that it is in giving that we receive.

Today the community has grown to over 6500 strong, comprising over 450 mentors across nearly 30 industry sectors.

We started 2022 with the launch of the AIM 22 Mentoring Movement to bring hope and optimism in the emerging new normal. We also wanted 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 are key influencers and leaders in their industries and the society. The My Mentoring Story (MMS) project was born.

MMS is a series of short video interviews of these pioneering mentors - their mentoring experiences and 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 - on the 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.

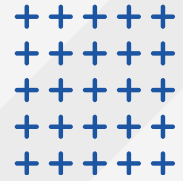
In a fast-paced world where the only constant is change and the future is all but certain - and where our planet faces unprecedented challenges - the work of mentors and mentoring has never been more important. There is an urgent need for each of us to draw on our strengths and creative potential as 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



Certified Professional Mentor (CPM) Program.



The 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).

Dates: 22 & 29 January; 5, 19 & 26 February; 4 & 11 March 2024

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

Mode: Live Online via Zoom

Fees: SGD\$700

(Highly subsidized by AIM to help advance our social mission to raise the quality of mentors and set the standard in mentoring)

The AIM CPM program is part of a broader strategy to bring Mentoring to the forefront of personal and professional development through a formalized training and certification process. By cultivating a community of qualified mentors, this would allow the impact to be scaled quickly in order to see a positive outcome.

It is our mission at Asia Institute of Mentoring (AIM) to build a kinder, gentler and more inclusive society through mentoring.

Register now: <https://bit.ly/4992dAP>



JOSEPHINE'S

MY MENTORING STORY



Full video:
<https://asiainstituteofmentoring.com/r/Frx>

Josephine Ong, a renowned coach and trainer, is excited to share her inspiring mentoring journey and the transformative power of building bonds with mentees. With over 30 years of experience in education, management, and coaching, Josephine brings a wealth of knowledge and real-life experiences to her mentoring practice.

As an educator, Josephine always had a natural inclination towards mentoring, although it was often subsumed into the broader role of teaching. However, after years of guiding and advising students and junior staff, she realized the immense impact mentoring can have on personal and professional growth. Josephine's mentoring expertise particularly shines in areas like customer service, where she helps groom frontliners to handle customer complaints independently, resulting in customer satisfaction.

Josephine's passion for mentoring was further fueled by her own experience as a coaching client. She underwent a professional coaching qualification

in 2020 and discovered the overlap between coaching and mentoring techniques and strategies. Inspired by the positive growth she witnessed in her mentees, Josephine decided to become a mentor herself, believing in the power of partnership and building strong relationships with the younger generation.

While Josephine has had numerous memorable moments throughout her mentoring journey, what stands out the most is witnessing the transformative turning points in her mentees' lives. From initial confusion and uncertainty, she observes the progress, optimism, and growth that emerge as mentees embrace transformation. Josephine finds great satisfaction in seeing her mentees become the best versions of themselves, making her mentoring endeavors immensely rewarding.

Reflecting on her journey, Josephine emphasizes the importance of awareness, building, and collaboration in mentoring. She highlights how mentoring can be a powerful tool, not only for professional development but also for personal growth and fulfillment. She encourages everyone to explore the benefits of mentoring, either as a mentor or a mentee, and experience the joy of progress, growth, and the friendships that can be formed.

Josephine credits the Certified Professional Mentoring (CPM) Program offered by the Asia Institute of Mentoring (AIM) for enhancing her mentoring journey. The program provided her with a comprehensive framework and instilled confidence in her mentoring abilities. Being a certified mentor has also elevated her credibility and allowed her to work with confidence and expertise.

For aspiring mentors and mentees, Josephine's advice is simple yet profound: approach mentoring with an open mind. By setting aside expectations, biases, and preconceptions, mentors and mentees can create space for incredible growth and transformation. Josephine believes that magic happens when we listen attentively and genuinely support others, making the mentoring journey truly remarkable.

Josephine Ong's mentoring journey is a testament to the power of building bonds, embracing transformation, and nurturing the next generation. Through her coaching and training business, she continues to inspire and empower individuals to become the best versions of themselves, ensuring a brighter future for all.





Full video: <https://asiainstituteofmentoring.com/r/bq3>

Maniyadeth Narayanan, an experienced executive coach and trainer, has recently shared key learnings from his extensive mentoring journey. With over 25 years of corporate experience and a focus on leadership development and career planning, Maniyadeth brings a wealth of knowledge and expertise to their coaching practice.

Having started his mentoring journey in 2012 after leaving a corporate job, he established his own training company with a specialization in business skills training. It was during a leadership development certification training by Marshall Goldsmith company that Maniyadeth discovered the world-renowned coaching methodology created by Marshall Goldsmith himself.

Since then, Maniyadeth has worked as an adjunct coach and has successfully mentored hundreds of clients, accumulating more than two thousand hours of coaching experience. Through this journey, he has gained invaluable insights and learnings.

One important point that Maniyadeth emphasizes is the need for patience when working with clients. Each individual is unique, with their own set of challenges and needs. He has learned to adapt his coaching style to suit the preferences and requirements of each client, recognizing that there is no one-size-fits-all solution.

Furthermore, he highlights the importance of tailoring solutions to address the specific problems faced by clients. While some broad-based methodologies can be applied, it is essential to delve deeper and understand the unique aspects of each situation. Maniyadeth believes that by customizing the approach, clients are better equipped to find their own answers and develop sustainable solutions.

"We often fall into the trap of wanting to solve others' problems immediately. However, it is crucial to step back and empower individuals to find their own solutions. As a coach, my role is to facilitate this process," says Maniyadeth.

With their wealth of experience and commitment to empowering individuals, Maniyadeth continues to make a significant impact in the field of executive coaching.

MANIYADETH'S

Client Testimonials.

Train-The-Mentor (TTM) Program is AIM's signature 2-day, 4-module intensive and highly interactive mentor training for corporate organizations. It is a hands-on interactive program which can be customized according to the needs of each organization, and conducted live or online. Most suitable for Leaders, managers, supervisors, current and aspiring mentors who wish to upgrade their mentoring skills.

"..enriching two-day course, equipping us with skills, techniques and frameworks which are beneficial, not only to our professional but also personal life.."

"..a very fruitful training, it brings me to a "deeper" understanding of mentorship.."

"..engaging, lots of activities to apply the techniques and skills, active sharing from other participants.."

"..training was conducted in an interactive and engaging manner with relevant examples.."

"..case studies were used for discussions which were helpful for us to better understand the learnings.."

DAVID'S

MY MENTORING STORY

With over two decades of experience in mentoring and a passion for paying it forward, David has become an inspiring figure in the mentoring community.

David's mentoring journey began during his time as a student in Melbourne in the early 90s. He was fortunate enough to be mentored by a youth pastor named Tony Berg, who played a crucial role in helping him navigate the challenges of a foreign country, including adapting to a new culture and language. Tony's guidance and support left a lasting impact on David, inspiring him to become a mentor himself.

Reflecting on his most memorable moments in his mentoring journey, David fondly recalls the time spent with Tony, memorizing Bible verses and engaging in meaningful one-on-one sessions. These moments not only deepened his understanding of mentoring but also instilled in him the importance of investing time in his mentees' growth.

Choosing to become a mentor was a natural progression for David, driven by his desire to share the knowledge and experiences he gained throughout his career and outdoor adventures. In 2019, when his organization embarked on a mentoring journey for staff, David eagerly signed up to be a mentor. Partnering with the Asia Institute of Mentoring (AIM), he underwent training that officially marked the beginning of his mentoring journey.

One of the most valuable learnings for David has been the development of his listening skills and patience. By setting aside dedicated time for his mentees and truly focusing on their sessions, he has learned to be a better listener and to appreciate the perspectives and insights they bring. This has not only enhanced his mentoring abilities but also enriched his own personal growth.



Full video:

<https://asiainstituteofmentoring.com/r/pAx>

Of course, the mentoring journey has not been without its challenges. Balancing a full-time job and a young family meant that David had to carefully plan and allocate time to meet his mentees, sometimes even on weekends. However, with proper planning and commitment, he has been able to overcome these challenges, ensuring that his mentees receive the support they need at the appropriate times.

When asked for advice for aspiring mentors and mentees, David emphasizes the importance of embracing the journey together. While mentors may not have all the answers, the process of learning and growing alongside their mentees can be incredibly rewarding. David encourages both mentors and mentees to dive in, enjoy the experience, and not look back. With the support of a mentoring group, such as the one provided by AIM, mentors and mentees can grow together and witness the beautiful transformation that occurs when a seed is planted and nurtured.

VOLUNTEER

If you are looking for an opportunity to work alongside serial entrepreneurs, senior corporate executives, and be part of our small yet highly effective team of committed volunteers, join us by signing up at our website to be an AIM Volunteer.

Together, we can create an Asia-based people-powered mentoring movement to move people - to give forward, to transform, to harness the deep human potential and create social impact – bringing about a kinder, gentler, more inclusive, more just and sustainable world for all.

Your contribution makes a huge difference!

PARTNERS



Follow us on our socials to get more updates about our programs



For further enquiries about our programs, do not hesitate to drop us an email at: hello@asiainstituteofmentoring.com