

ASIA INSTITUTE OF MENTORING (AIM) MENTORING NEWSLETTER

Autumn Edition



Welcome to the 2024 Autumn Edition of the Mentoring Newsletter from the Asia Institute of Mentoring (AIM)!

We are thrilled to bring you an in-depth exploration of the transformative power of mentoring across various forms and settings. Whether you're looking to advance your career, enhance your professional network, or cultivate a culture of continuous learning within your organisation, mentoring can play a pivotal role. In this edition, we delve into different types of mentoring such as career mentoring, peer mentoring, reverse mentoring, and virtual mentoring. Each of these approaches offers unique benefits and opportunities for professional growth, job satisfaction, and skill enhancement.

Through compelling real-world examples and insights from leading organizations, you'll discover how mentoring can accelerate your career development and help you achieve your goals more efficiently. We also highlight the importance of creating the right mentor-mentee pairs and providing organizational support to ensure the success of mentoring programs. Stay tuned for the latest updates from our community and learn how you can leverage the power of mentoring to make a significant impact in your professional journey.

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To support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be.

– Eric Parsloe
The Oxford School of Coaching and Mentoring





Founder's Letter

Welcome to the 2024 Autumn 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.

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, 19 cycles of mentorship programs involving over 800 mentors and mentees, and 12 runs of our 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 7000 strong, comprising over 500 mentors across 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. And with AIM 24, it has only grown from strength to strength.

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

TRAINING PROGRAM



The Certified Professional Mentor (CPM) program is AIM's **flagship 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).

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

Dates: 7, 14, 21 & 28 Oct; 4, 11 & 18 Nov 2024

Time: 19:30 - 21:30 SGT

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)

Join our Mentor Training Program
TO SHARE. TO LEARN. TO IMPACT LIVES.
asiainstituteofmentoring.com

CERTIFIED PROFESSIONAL MENTOR (CPM) TRAINING PROGRAM

7, 14, 21, 28 October;
4, 11, 18 November 2024
Every Monday, 7:30 - 9:30 PM

*Limited slots based on first come first served basis
For more information, email us at hello@asiainstituteofmentoring.com



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

ABOUT

DR. ANTON RAVINDRAN



In a recent discussion, an industry expert with more than 30 years of experience in the ICT landscape shared profound insights into the importance of mentorship in both personal and professional development. This expert, who has been deeply involved in the startup and entrepreneurial ecosystem for over two decades, emphasized the transformational nature of the ICT industry and the invaluable role mentorship plays in fostering growth and innovation.

The expert elaborated on the key elements necessary for successful mentoring relationships, highlighting four critical areas. Firstly, finding the right fit and building trust between mentor and mentee is imperative. Both parties must feel comfortable sharing insights, lessons learned, and challenges in a confidential and judgment-free environment. Mentors who are open and honest about their own shortcomings make themselves more relatable to the mentee, thus establishing a more productive and lasting mentoring relationship.

Secondly, establishing clear goals and sharing lessons learned is essential. A mentor's role includes asking the

"Success often comes with hurdles and failures"

right questions, listening attentively, and offering guidance to help mentees articulate and achieve their objectives. The expert recounted a recent virtual meeting with a startup in Malaysia which was trying to raise funds. The startup had an attractive existing platform but failed to realize that each of their new features could be a product in itself. Once the mentor explained this, the mentees acknowledged it and refocused on their original platform. The third area involves developing an action plan and executing it methodically. This structured approach allows both mentor and mentee to define goals, create a business plan, and measure progress. It also provides a chance to discuss and plan for any potential speed bumps and how to address them moving forward.

Lastly, celebrating successes and learning from mistakes is crucial. Recognizing milestones and achievements, no matter how small, can significantly impact the scaling of a startup. The expert emphasized that mentorship is a win-win situation, where both mentor and mentee grow and learn from each other.

The expert also identified two specific roles that mentors should play to ensure the success of the mentorship. As advisors, mentors use their experience and expertise to offer guidance and recommend solutions to problems encountered by the mentee. They challenge mentees to think differently and encourage them to aim high, thereby helping them develop confidence and independence.

As coaches, mentors identify potential challenges and support mentees in problem-solving. They highlight areas of growth, celebrate achievements, and empathize with the mentee's challenges, reminding them that success often comes with hurdles and failures. The expert noted that mentorship helps build a professional network, practice skills, and uncover new ways to achieve goals.

Through their extensive experience and commitment to mentorship, the expert has contributed to the development of numerous successful startups and entrepreneurial ventures. By sharing their insights and fostering a supportive mentoring environment, they continue to play a pivotal role in shaping the future of the ICT industry and the entrepreneurial ecosystem. The expert has served as a mentor for several initiatives, including NUS Entrepreneurship Center, NTU's School of Computing and Computer Science and Engineering, and DBS Business Class, among others. Their dedication to mentoring has not only helped mentees achieve their goals but has also enriched the expert's own journey in the ICT landscape.

ABOUT

BREYL YEO



Breyl Yeo, a seasoned professional with 30 years of experience in Business Development, has now transitioned into a certified executive and parenting coach, youth mentor with AIM, wellness and leadership facilitator, and a mother of two teenagers. Having lived in Hong Kong and Indonesia, Breyl brings a wealth of diverse experiences to her mentoring journey.

Breyl's mentoring journey began early in her life. As the eldest in a disadvantaged family, she started working right after school. Despite lacking a formal Singaporean education, she benefited from mentors who recognized her talents and supported her growth. Her early career in the male-dominated military and public safety industry was marked by winning a significant international contract worth over 100 million USD, thanks to the guidance of her mentors. This opportunity shaped her career and instilled the value of mentorship.

A pivotal influence in Breyl's life was Jane, a friend from Novena Church. In her late teens and early twenties, Breyl was going through a challenging period. Jane's mentorship provided her with hope and a new lease on life, which fueled her passion for mentoring and helping others uplift themselves. Jane was one of the many mentors who played a crucial role in Breyl's personal and professional development.

Among Breyl's memorable moments, one stands out vividly. As a young salesperson in the public safety defense industry, she took her first international flight to Hong Kong with minimal knowledge of the technology she was selling. Despite her initial uncertainty, she successfully pitched to the client, who later became a mentor. This experience highlighted the power of mentorship and the invaluable support she received from clients, colleagues, and her boss. Through this journey, she realized the immense potential of mentorship in shaping one's career and personal growth.

Breyl's most valuable learnings from her mentoring journey include empathetic active listening and being open to suggestions. She emphasizes the importance of believing in oneself and harnessing one's talents, as seen by mentors. As a mentor, Breyl strives to ignite the passion in her mentees, helping them achieve their goals. For mentees, she advises being willing to try and being open to guidance, both verbal and non-verbal. She believes that active listening involves understanding body language and non-verbal cues.

The Certified Professional Mentor (CPM) program has significantly aided Breyl by providing a structured framework for mentoring. Before joining the CPM program, she had already been mentoring for many years, but the program gave her a more organized approach. It also offers a valuable network of like-minded mentors, fostering growth and sharing knowledge. The program's mentoring circles create a supportive community, enhancing the mentoring journey for both

mentors and mentees. Breyl appreciates the opportunity to learn from other experienced mentors and to share her own experiences.

Breyl's advice to aspiring mentors is to view the mentoring relationship as a two-way street, where both parties learn and grow. She encourages mentors to be open and learn from their mentees, who come from diverse backgrounds and experiences. For mentees, she emphasizes the importance of being active and taking the first step towards transformation. She believes that mentorship is a privilege and that both mentors and mentees should embrace the opportunity to learn and grow together. Breyl highlights that the mentoring journey is a win-win partnership where continuous growth and mutual respect are key.

In conclusion, Breyl Yeo's journey from a business development veteran to a certified executive coach and mentor is a testament to the power of mentorship. Her experiences underscore the importance of having mentors who believe in one's potential and the transformative impact of a supportive mentoring relationship. Whether as a mentor or a mentee, Breyl advocates for an open, active, and empathetic approach to mentorship, creating a nurturing environment for personal and professional growth.





"Remain humble and open to continuous learning."

ABOUT

CHAI-YEOW YEOH

Current Head of Programme in SIM Global Education, Chai-Yeow Yeoh, renowned for his expertise in cyber and network security, has shared comprehensive insights into his impactful mentoring journey that began in 2011. Since joining the Institute of Technical Education (ITE) then, he has leveraged his own experiences with mentors to profoundly influence his students. His mentoring approach is firmly rooted in the belief that guidance, rather than solutions, can significantly enhance an individual's development. This philosophy has driven him to passionately support and guide students and colleagues in achieving their goals.

He recalls numerous memorable moments, such as students expressing how his passion for teaching and mentoring inspired them to pursue academic excellence and personal growth. Particularly touching was when students who had advanced to polytechnic returned with a desire to mentor and teach their juniors. This heartfelt initiative demonstrated the powerful ripple effect of effective mentorship, showcasing how the impact of his guidance extended beyond the immediate academic environment.

Through the Certified Professional Mentorship (CPM) program, Chai-Yeow has significantly enhanced his mentoring capabilities with structured frameworks, effective communication techniques, and deep listening skills. These tools have been invaluable in fostering meaningful and impactful mentoring relationships. The program provided him with a structured framework for great mentoring, enabling him to establish clear goals and objectives with his mentees. Additionally, the CPM program equipped him

with effective communication techniques and active listening skills, enabling him to better understand and connect with his mentees on a deeper level. The resources and strategies acquired through the CPM program have been invaluable in fostering meaningful and impactful mentoring relationships.

Chai-Yeow's commitment to mentorship is fueled by the joy of witnessing profound growth and transformation in others, often seeing mentees themselves become mentors. He has observed many live examples where, after their mentoring process or experience with him and his peers, individuals were totally transformed and inspired to be mentors as well. This transformation underscores his confidence that mentorship is a crucial part of guiding oneself and others.

His advice to aspiring mentors is to remain humble and open to continuous learning. Rather than providing immediate solutions, mentors should give mentees the space to explore and understand their own goals. Chai-Yeow emphasizes the importance of asking the right questions at the right time, establishing appropriate boundaries, and delivering advice at opportune moments. For mentees, he underscores the importance of owning their sessions, actively seeking ways to achieve their goals rather than relying solely on mentors for solutions. This approach, he believes, is key to driving towards their eventual achievements and fostering a sense of ownership and responsibility in their personal and professional development.

7 Types of Mentoring



1 Career mentoring

involves experienced professionals guiding less experienced colleagues, leading to accelerated career development, improved job satisfaction, and enhanced professional networks. Effective mentoring requires creating the right mentor-mentee pairs and providing organizational support.



2 Peer mentoring

where colleagues at similar job levels share experiences, fosters professional growth through collaboration. This approach enhances shared learning, camaraderie, and collaborative skills, with the success depending on compatible pairings.



3 One-on-one mentoring

involves a direct, personalized relationship between a mentor and mentee, focusing on tailored guidance and support. Unlike career mentoring, which centers on professional growth and workplace skills, one-on-one mentoring encompasses broader aspects of personal development. Its success depends on the compatibility and commitment of both parties.



4 Reverse mentoring

involves younger employees mentoring senior staff, providing fresh perspectives and specialized knowledge in areas like technology and current trends. This approach enhances digital literacy, bridges knowledge gaps, and fosters continuous learning within organizations. Success relies on open-mindedness and flexibility from senior participants. Companies have since implemented reverse mentoring programs to keep senior leaders updated on digital trends and innovative thinking.

7 Types of Mentoring



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Group mentoring

involves one mentor working with several mentees, fostering a collaborative learning environment that enhances peer interaction and collective learning. This approach combines the benefits of mentorship with group discussions and shared experiences, promoting community and teamwork skills. Challenges include ensuring active engagement and personalized attention for all participants. An example is Google's Women Techmakers program, which supports women in technology through group mentoring sessions.



6

Flash mentoring

involves short, focused sessions between a mentor and mentee, designed for quick knowledge transfer, problem-solving, or networking without long-term commitment. It is ideal for fast-paced environments and busy professionals, requiring effective preparation and clear objectives to be impactful. Examples are often informal and spontaneous.



7

Virtual mentoring

leverages online platforms to connect mentors and mentees, offering flexibility and accessibility beyond traditional face-to-face interactions. It enables diverse mentor-mentee pairings across geographical boundaries, beneficial for niche industries. While convenient and adaptable, it requires strong digital communication skills and self-motivation.

Register Now for Our Free 3-Month Mentoring Program!

We are excited to announce that our 3-month mentoring program will commence soon. Don't miss this opportunity to gain invaluable insights, network with industry professionals, and accelerate your career development.

Benefits of joining include:

- Personalized guidance from experienced mentors
- Enhanced professional skills and knowledge
- Access to a supportive community

[Register now to secure your spot!](#)

OUR PARTNERS

AIM 24 Community Partners

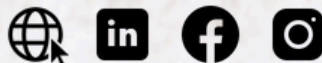


JOIN OUR TEAM

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!



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