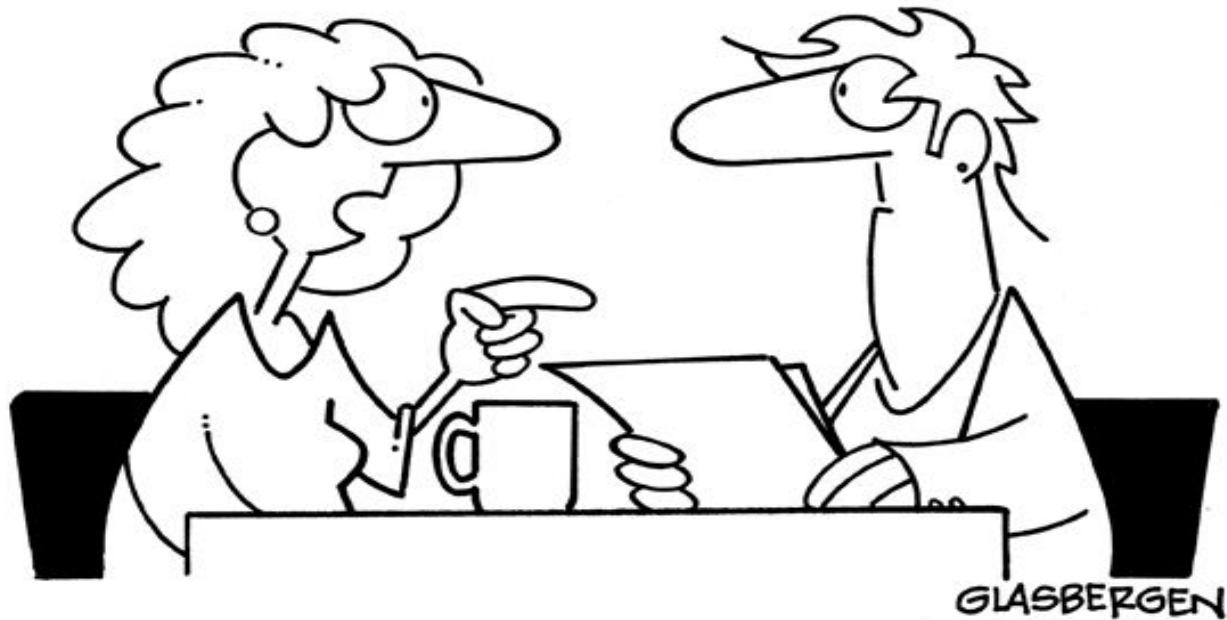


Communication -- Mentoring

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**“Your advice is very important to me, so
I wrote down exactly what I want you to say.”**

What is mentoring?



**MENTOR'S
MANUAL**



**Tenth Edition
GRAND LODGE, A.F. & A.M.
OF VIRGINIA**

2012

For candidate
mentoring

A Must!

Some Key Mentoring Concepts

“Tell me and I forget, teach me and I may remember, involve me and I learn.”

— Benjamin Franklin

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

-- Maya Angelou

Mentoring approaches most applicable to the Masonic Fraternity include

- traditional one-on-one mentoring,
- peer mentoring,
- group mentoring, and
- cross-generational mentoring

Mentoring approaches most applicable to the Masonic Fraternity include

Traditional One-on-One Mentoring is a relationship in which a more senior Mason is paired with a more junior brother, more especially and candidate, in order to provide the newer person with guidance, support, and encouragement.

Mentoring approaches most applicable to the Masonic Fraternity include

Peer Mentoring is an approach in which a new brother who is new or less experienced is matched with a more experienced peer - someone whose role is at the same level - who provides support and guidance to the newer member.

Mentoring approaches most applicable to the Masonic Fraternity include

Group mentoring involves one or more experienced Masons providing guidance and support to a group of more junior employees. Mentors and newer brethren typically participate in structured activities as a group

Mentoring approaches most applicable to the Masonic Fraternity include

Cross-generational mentoring

involves pairing a senior member from one generation with a person from a different generation with a goal of mutual learning and growth. In this way it is a two-way exchange between the two members

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- traditional one-on-one mentoring,
- peer mentoring,
- group mentoring, and
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Four phases for effective mentoring

- 1) Initiation,
- 2) Cultivation,
- 3) Separating,
- 4) Redefining Roles

Four phases for effective mentoring

Initiation Phase. In the initiation stage, two individuals enter into a mentoring relationship. The matching process occurs through interactions between potential mentors and mentees.

Four phases for effective mentoring

Cultivation Phase. The cultivation stage is the primary stage of learning and development. Assuming a successful initiation stage, during the cultivation stage, the mentee learns from the mentor.

Four phases for effective mentoring

Separation Phase. The separation stage generally describes the end of a formal mentoring relationship. Friendships still remain strong, but the end of the formal mentoring should be communicated

Four phases for effective mentoring

Redefining Phase. During the redefinition stage, both mentor and mentee recognize that their relationship can continue but that it will not be the same as their mentoring relationship.

Exercises

Case Studies on Mentoring

- 1) Mentoring a new candidate
- 2) Mentoring an affiliated Mason
- 3) Mentoring a candidate that has been ignored and not engaged
- 4) Mentoring a new Fellowcraft who's mentor has suddenly died

Course Summary

- 1) The art of listening**
- 2) What is your communication style**
- 3) How to communicate better**
- 4) Mentoring brethren**