

JEM

1st Transnational Meeting – 4th December 13
Sheffield, UK

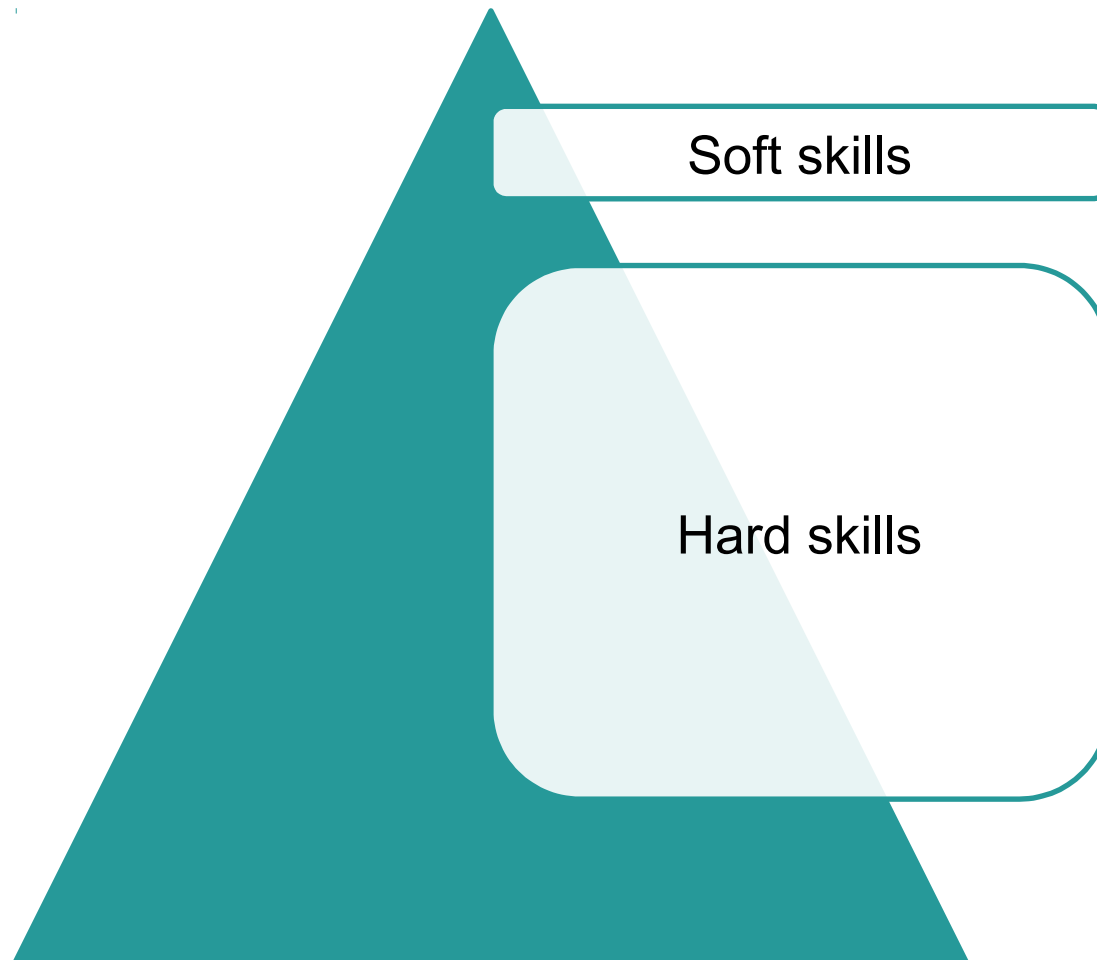
Mentoring Circles™



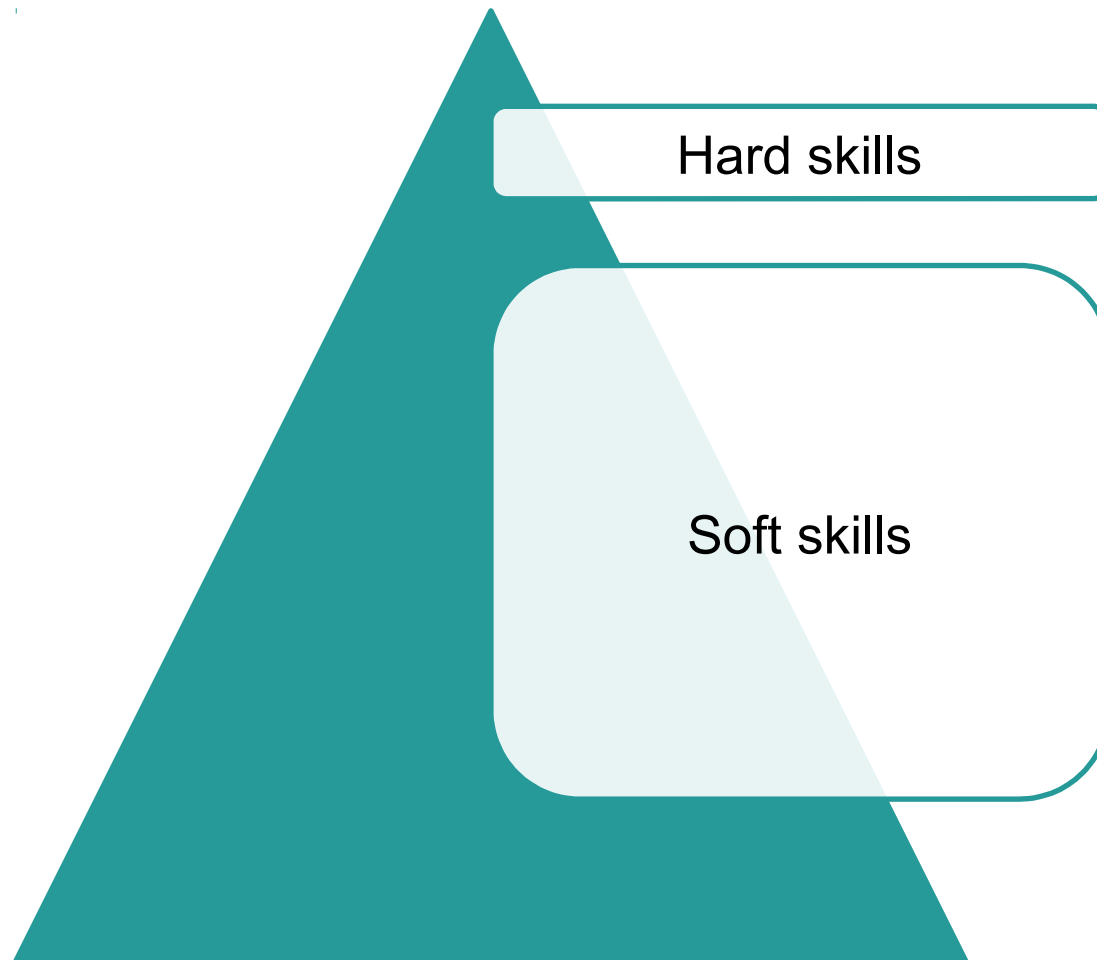
mentoring
circles™



Rationale Methodology



Rationale Methodology



Soft Skills

- Leadership
- Problem solving
- Risk management
- Creativity
- Assertiveness
- Self- confidence
- Communication skills
- Negotiation skills
- Emotional intelligence



Any more?

Mentoring Circles™

- Methodology developed by Inova Consultancy (UK) in 2001
- Delivered in more than a dozen European countries
- Developed by Occupational Psychologists, Coaches, Human Resources Experts, Organisational Development Consultants & Female Entrepreneurs
- Aims to foster self-confidence, prevent isolation, get people connected with other entrepreneurs and increase their knowledge on self-employment

Methodology

- Improved self-efficacy:

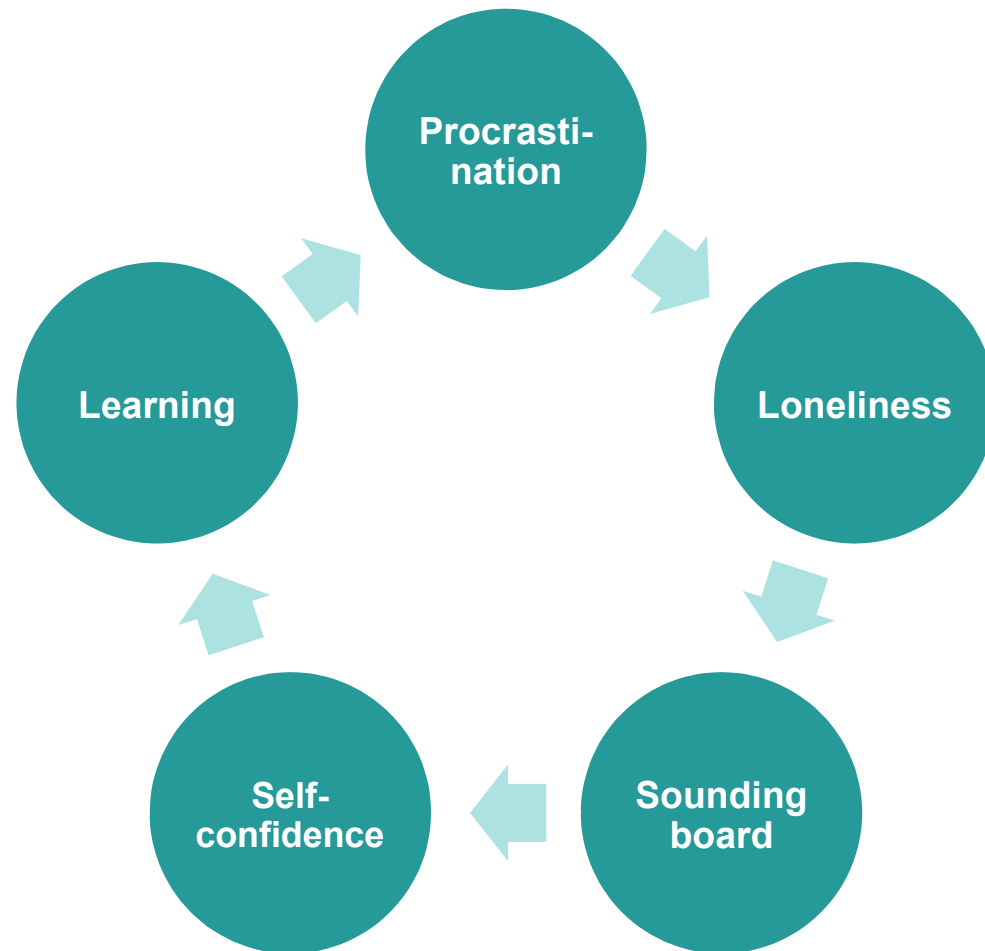
*“**Self-efficacy** is the measure of the belief in one's own ability to complete tasks and reach goals*

“Self-efficacy affects every area of human endeavour. By determining the beliefs a person holds regarding his or her power to affect situations, it strongly influences both the power a person actually has to face challenges competently and the choices a person is most likely to make. These effects are particularly apparent, and compelling, with regard to behaviours affecting health”.

Methodology approach

- **Performance accomplishments;** Helping women to re-visit past occupational successes, completing self appraisals and occupational exploration activities.
- **Vicarious learning;** Observing and learning from other women in the group and learning from the facilitator.
- **Emotional arousal;** Using relaxation training and adaptive self – talk, i.e. learning to be aware of negative self talk.
- **Verbal Persuasion/encouragement;** Facilitators provide positive affirmations and encouragement to women learners.

Challenges



Solutions



Coaching

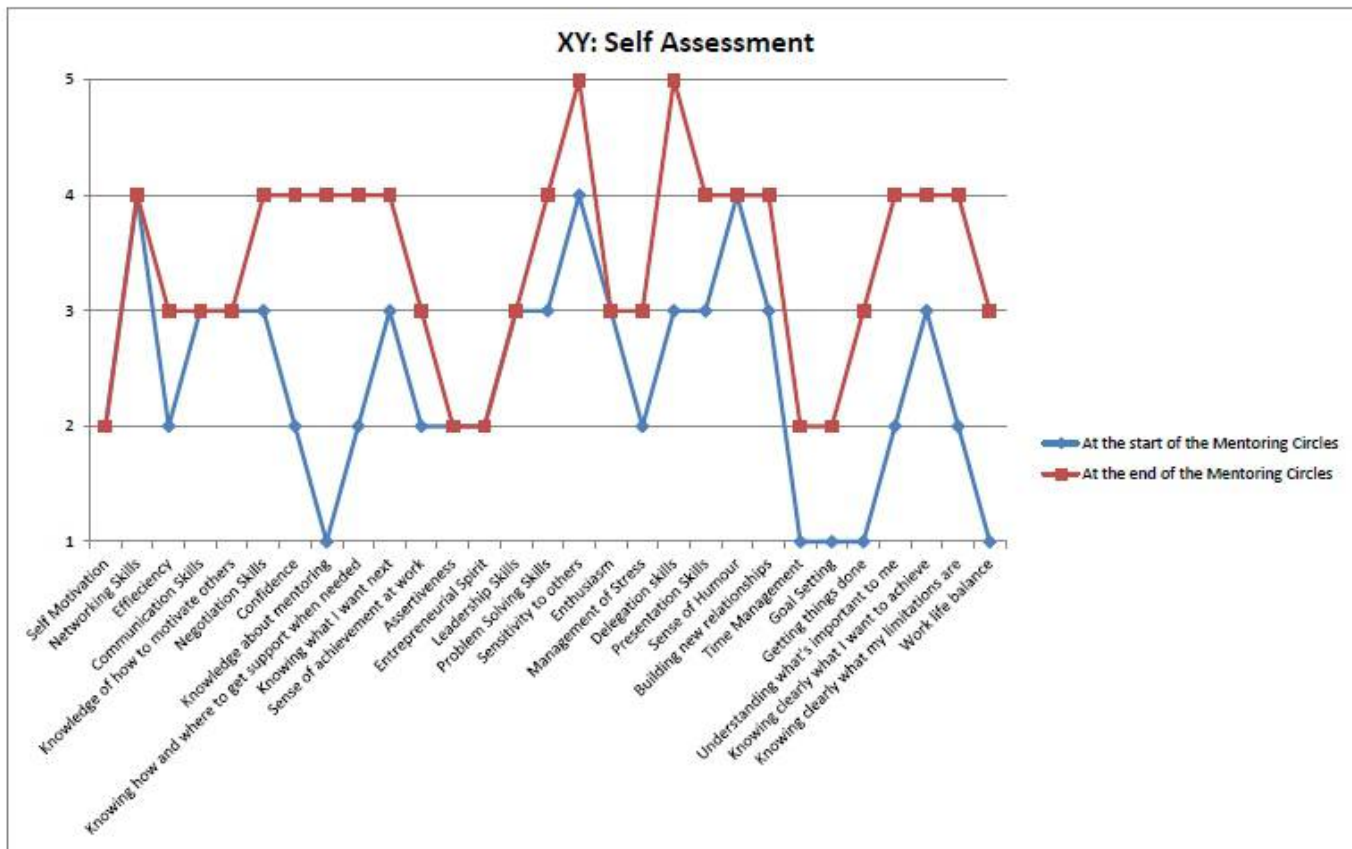


Mentoring



Action learning

Soft skills chart



Feedback

- *“Finding support in the circle enabled me to stretch my wings.”*
- *“Great to share ideas, advice and support. Very useful networking.”*
- *“It’s been a great experience; I look forward to be a part of others like this.”*
- *“The most worthwhile thing was sharing ideas, seeing how others approached things and bouncing ideas off people.”*
- *“I am so much more confident now and I have a clearer vision for my business”*

Management



Tools



Who I
am...where I
am

What I want
to be..where
I want to be

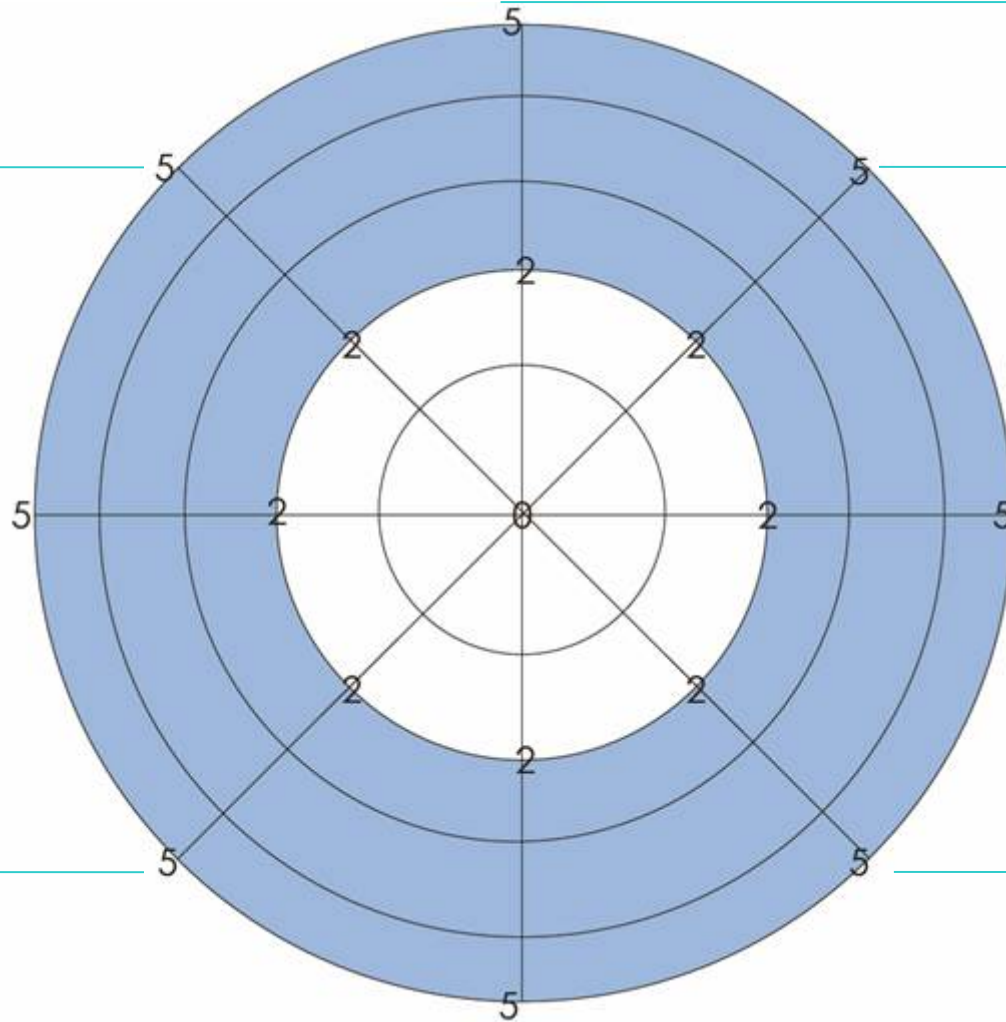
Plan of
action

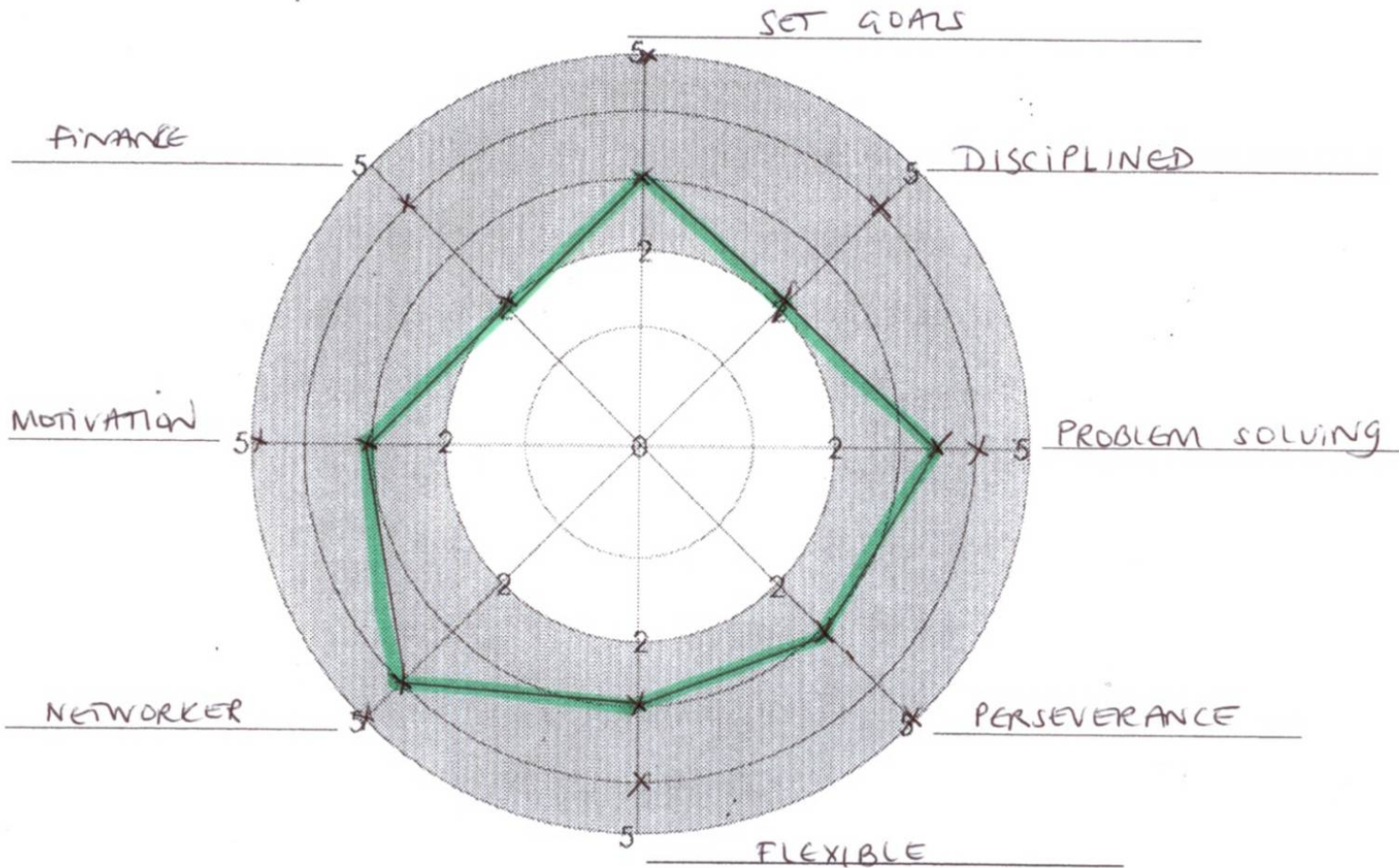
Wheel of Skills

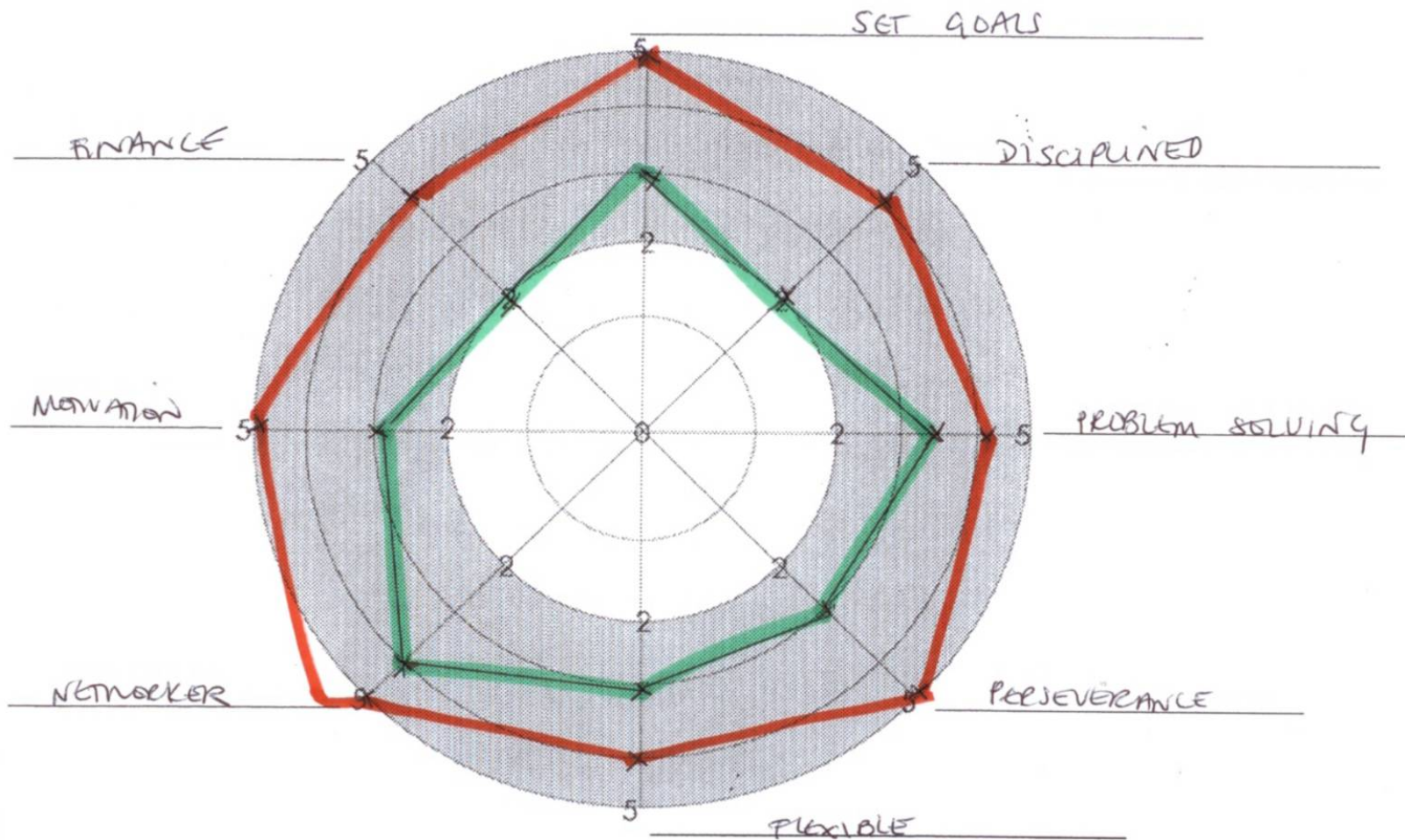
List of desirable skills/attitudes

- Well organised
- Flexible
- Disciplined
- Able to prioritise and set goals
- Able to motivate yourself
- Good networker
- Focused
- Good communication skills
- Creative thinking
- Perseverance
- Problem Solving
- Any other?

Wheel of Skills







Skill/attitude	Disciplined (not getting things done)		
Actions	By when	Comments	Resources
1- to monitor 3 days of the use of my time wasters	By 31 st May 09	To share it with coach to identify ways of improving performance	Software on line John told me about
2- Interview Mr. Jones who I know is disciplined and learn from him	By 15 th May 09	Write a list of action points after the interview	Set up skype call

Food for Thought

- *"A real decision is measured by the fact that you've taken a new action. If there's no action, you haven't truly decided".*
- *" my mentor helped me review my last 12 months in order to transform my next 12"*

Any other ideas?

- Webinars
- One to one sessions for catching up
- Database of mentors/role models
- Blogs for dissemination (video, audio)

Thank you!
