

# Spiritual Mentoring at A Distance

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# What is Mentoring ?

- *being a ‘critical friend’*
- *‘to help and support people to manage their own learning in order to maximise their potential, develop their skills, improve their performance and become the person they want to be’ (Parsloe and Wray, 2000)*
- *‘off line help from one person to another in making significant transitions in knowledge, work or thinking’ (Clutterbuck, 2004)*

# Mentoring v Coaching ?

- Typically use the same skills and approach
- A **Mentor** tends to be someone with more experience in a similar field who has suitable mentoring skills
- A **Coach** tends to be more skilled in specific coaching tools and techniques and does not have to have similar experience

# Christian Mentoring

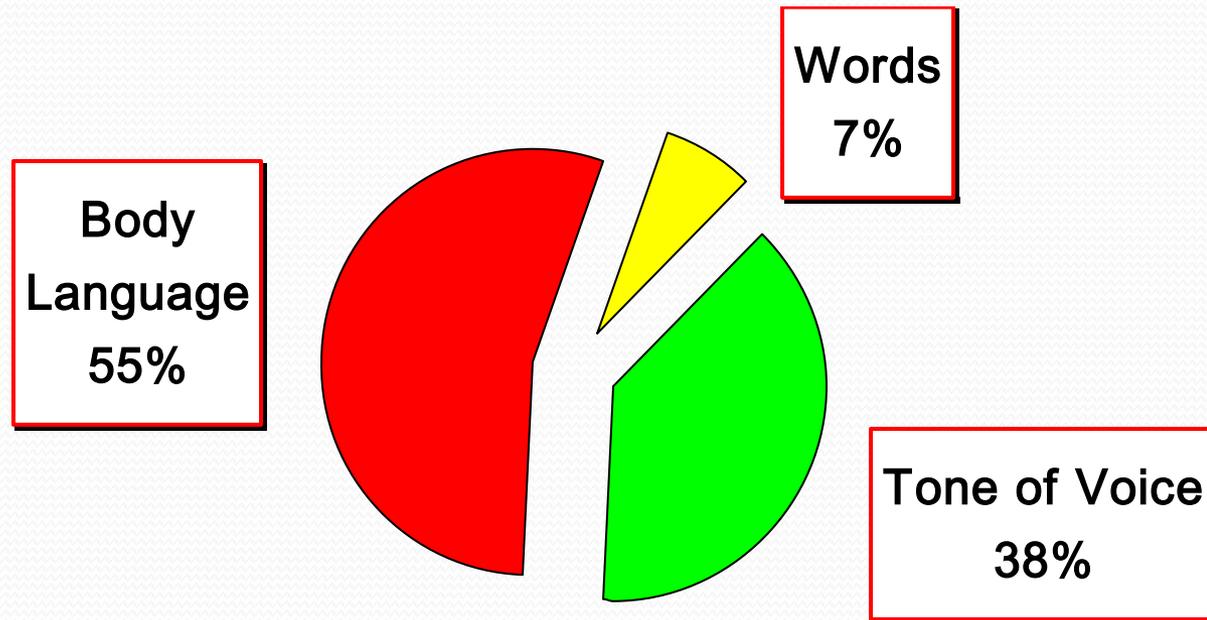
- Biblical Role Models
  - Moses & Joshua
  - Jesus and his Disciples
  - Paul & Timothy
- Uses the same approach and skills
- ‘Spiritual’ – range of meanings from mentoring in a Christian context to spiritual direction/accompaniment
  - Presentation use former definition

# Mentoring within Mission

- Developmental Mentoring
  - Growing in Ministry & Maturity
  - Some Pastoral Support
- Transition Mentoring
  - Starting a New role/location
  - Major Changes
- Complimentary with
  - Training, Self development, Counselling, Organisational PDP Reviews, Spiritual Direction/Accompaniment etc
  - Integration needs thought

# The Challenges of Mentoring at a Distance

## How we naturally communicate



Body language and tone support your words and make them more meaningful and believable

Source: *Albert Mehrabian*

# Mentoring at a Distance

- Media
  - Audio or Audio/Video or Messaging over Skype
  - Phone
  - Email
  - Combinations
- Importance of Structured Process
- Typical Issues
  - Mentee's sense of isolation
  - Mentee's concern re security & confidentiality
  - Mentee's commitment
  - Logistics re Time Zones, poor internet connections
  - Cross Cultural Issues with Indigenous staff

# Why Mentoring ?

## Benefits of being Mentored

- develop your knowledge, skills and capability
- a safe space to explore issues
- Talk with a more experienced leader
- an on-going relationship/journey
- an independent view
- develop your network
- Reduces stress levels & sense of isolation

# Why Mentoring ?

## Benefits of being a Mentor

- developing your mentoring skills
- the rewards of seeing your mentee grow
- being stretched yourself in the process of helping someone
- reflecting on your own learning
- developing and modifying your leadership of others

# Who does the Mentoring ?

## Offline v Internal Mentoring

- Offline
  - Someone *outside* the organisation
  - Totally 'safe space'
  - Different 'cultural' perspectives
- Internal
  - Someone *within* the organisation (not line manager)
  - Limited & confused confidentiality likely to restrict openness
  - Shared 'cultural' perspective
  - Easier to organise & manage

# Why Mentoring ?

## Benefits for Organisation

- Develops & benefits both Mentors & Mentees
- Leverages learning, skills & experience in the organisation
- Encourages developmental & life long learning culture
- Reduces stress levels
- Keeps senior people in touch with grassroots

# How to Make Mentoring Effective

- Intentional
- Shared Understanding
- Suitable Mentors
- Prepared Mentees
- High Commitment to Process
- Thoughtful Matching Process
- 'Safe Space'
- Open Feedback
- No Fault 'Divorce'

# How can Mentoring take place ?

- Voluntary
  - Option for people to use
  - Access to External Mentors
  - Far greater chance of success due to higher motivation
- 'Compulsory'
  - Everyone in category has to
  - OR 'recommended' by manager
  - Greater chance of failure if person has not made the decision to request mentoring



# Mission Mentoring



- Check out [www.missionmentoring.org](http://www.missionmentoring.org)
  - A new offline mentoring scheme for emerging mission leaders
  - Resources, e-training and support
  - Encourage people to register as mentees and mentors
- Seek External Support
  - Happy to provide consultancy advice, assistance, training, support. Check out [www.CoachU2Excel.co.uk](http://www.CoachU2Excel.co.uk)

# Recommended Reading

- Coaching & Mentoring by Eric Parsloe and Monika Wray
  - Secular classic defining mentoring and key skills required
- Mentoring: The Promise of Relational Leadership by Walter Wright
  - Christian perspective on Mentoring by a relational leader, grouped by themes

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# Group Discussion

- What benefits does Mentoring offer for Member Care ?
- How might we make mentoring accessible to our members ?

# Implementing Mentoring

- Get Buy in to Benefits for Organisation & Mentors & Mentees
  - Enlist support of senior Champion(s)
  - Sell the Benefits
- Scope & Plan the Scheme
  - Start with a Focus
  - Carefully select Mentors
  - Train and support Mentors & Mentees
  - Match people carefully and prayerfully
  - Monitor progress, obtain specific feedback
  - Fine tune with feedback
  - Consider External Support for Set Up Phase

# Key Industry Experience (1)

- No Training
  - 30% success rate
  - Success especially reliant on existing skills of Mentors
- Mentor Training
  - 60% success rate
  - Role play useful to experience life as mentee
- Mentor & Mentee Training
  - 90% success rate
  - Mentee training to help them get best of out process
- HR Support Effort (Internal Organisation)
  - 1 day per week for every 20 relationships

# Key Industry Experience (2)

- Mentor Selection
  - Not all senior people have right skills for mentoring
  - Mentee involvement improves their commitment to process
- Is it Working ?
  - Should review after first 3 meetings
  - If it is not working, should allow 'no fault' divorce
- Length of Relationship
  - Typically 2-5 years
- Confidentiality
  - Raised as key concern by mentees