

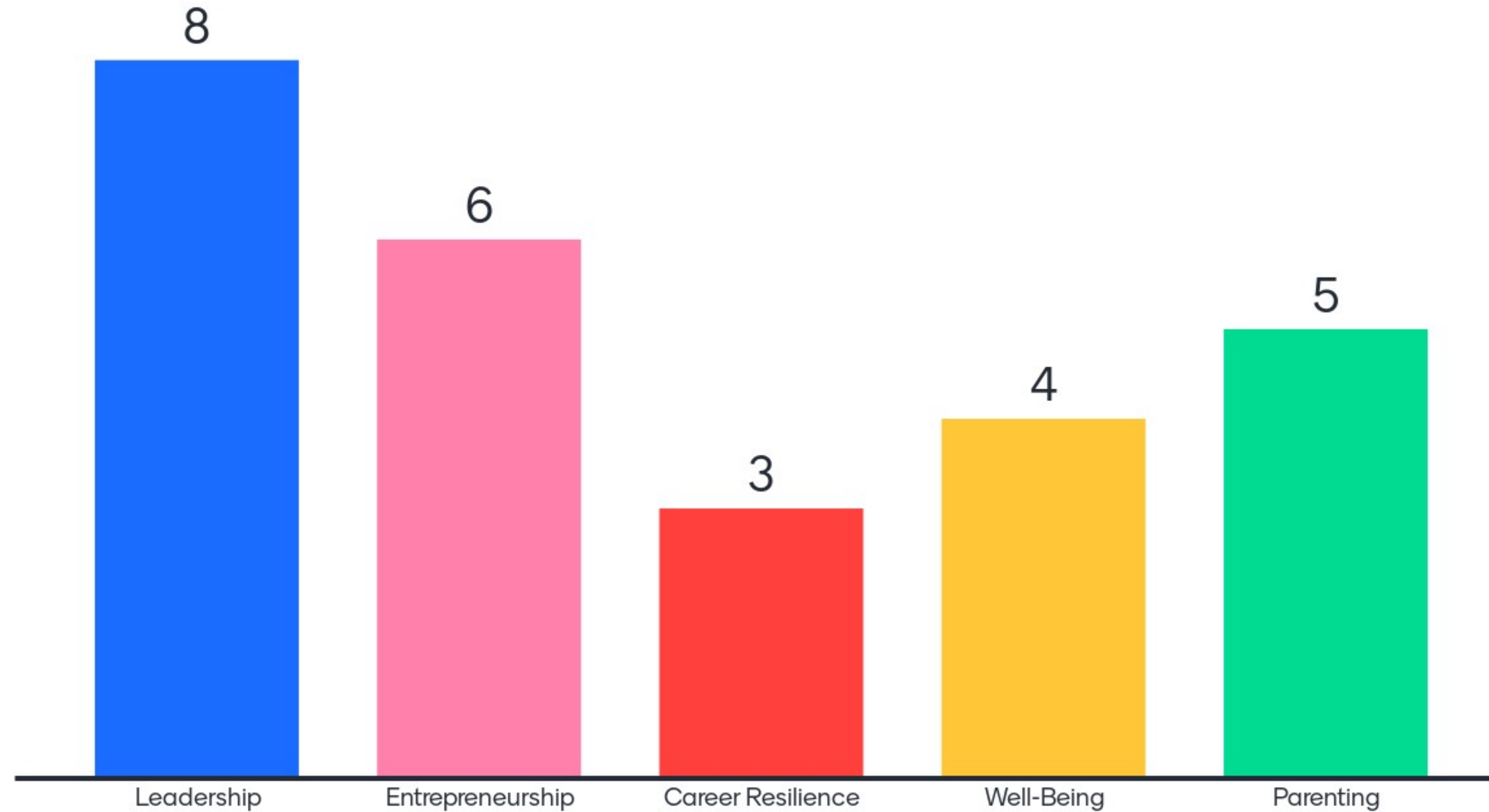
Mentoring Support

AIM 21 Mentorship Program
Wave 1
(April 20 – July 20, 2021)



To share. To learn. To impact lives

What motivated you to join AIM 21?



Hello I'm Jasper



Mentoring Program Manager, AIM
Senior Supply Chain Expert, Schneider Electric

Hello I'm Yen-Lu



Co-Founder, AIM
Executive Chairman, WholeTree Foundation
Founding Partner, Fatfish MediaLab
Executive Mentor, YSI SEA
Founder, Deep Human

Agenda

- *Welcome and introductions*
- *Brief sharing about AIM*
- *Mentoring as a Foundation*
- *The AIM Mentoring Journey*
- *Check-in Milestones*
- *Usage of Mentoring Engagement Tool*
- *Q&A*



By Volunteers For Volunteers



Our Partners

ASIA INSTITUTE OF MENTORING
RESOLUTION

'21



Gratitude.vc



YSI Southeast Asia

Social Collider .CO



Mentorship: The Journey Begins



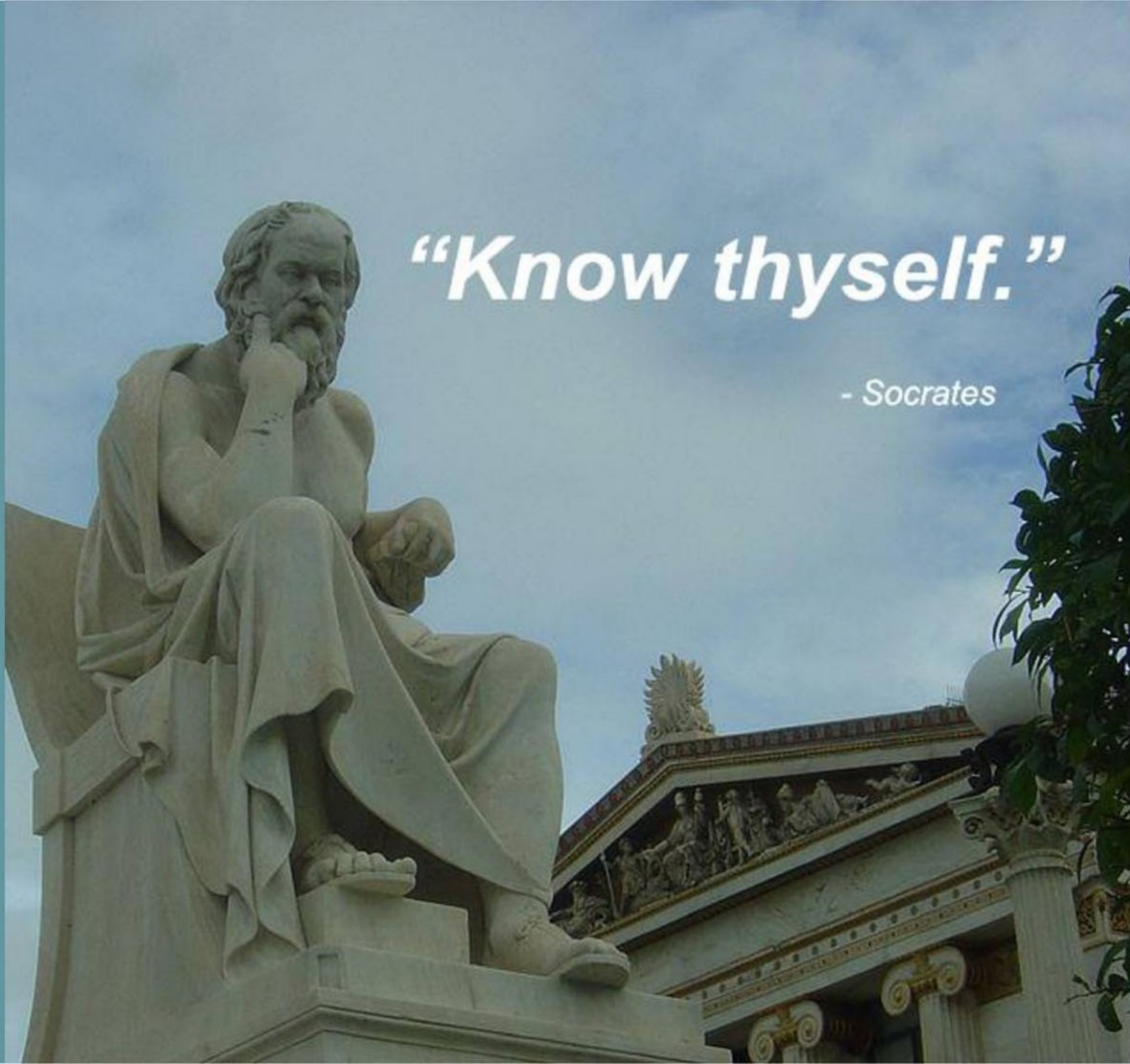
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ASIA INSTITUTE OF MENTORING

“Know thyself.”

- Socrates





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ASIA INSTITUTE OF MENTORING



Our Purpose

To raise the standard of mentors and raise the game of mentoring, expand the mentoring ecosystem while spreading the benefits of mentoring to impact millions of lives.



To impact millions from all facets of life
through mentoring

Our Mission

To create an Asia-based people-powered mentoring movement to move people ... to learn, to share, to inspire, 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.




To impact millions from all facets of life
through mentoring

“Great Mentors Focus on the Whole Person. Not Just Their Career”

... it's one of the beauties of mentoring and what differentiates it from coaching for skill-building or performance.

Harvard Business Review
Rick Woolworth
August 09, 2019



What does it mean
to be a mentor?

#SIMONSAYS



What does it mean to be a mentor?



Watch later



Share



What does it mean
to be a mentor?

#SIMONSAYS

Watch on  YouTube



Show of hands

Has anyone taken the time to guide you in some aspect of your work or life without expecting anything in return?



Mentoring is a
2-way relationship

Both mentor and mentee
can grow from the
interaction

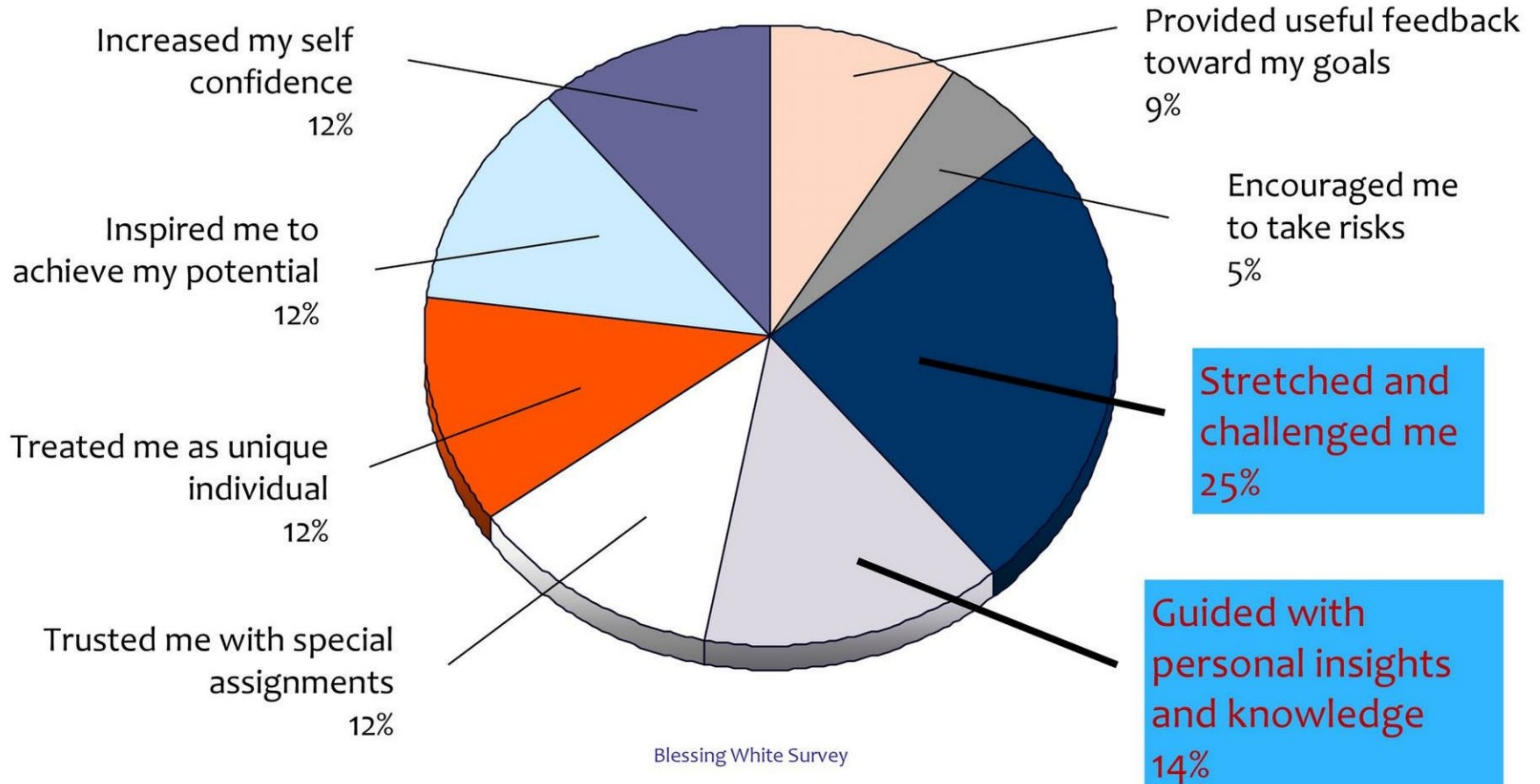


Mentoring can help Entrepreneurs & Leaders

- Share expertise
- Improve leadership skills
- Get different perspectives
- Build network
- Build own skill as a mentor

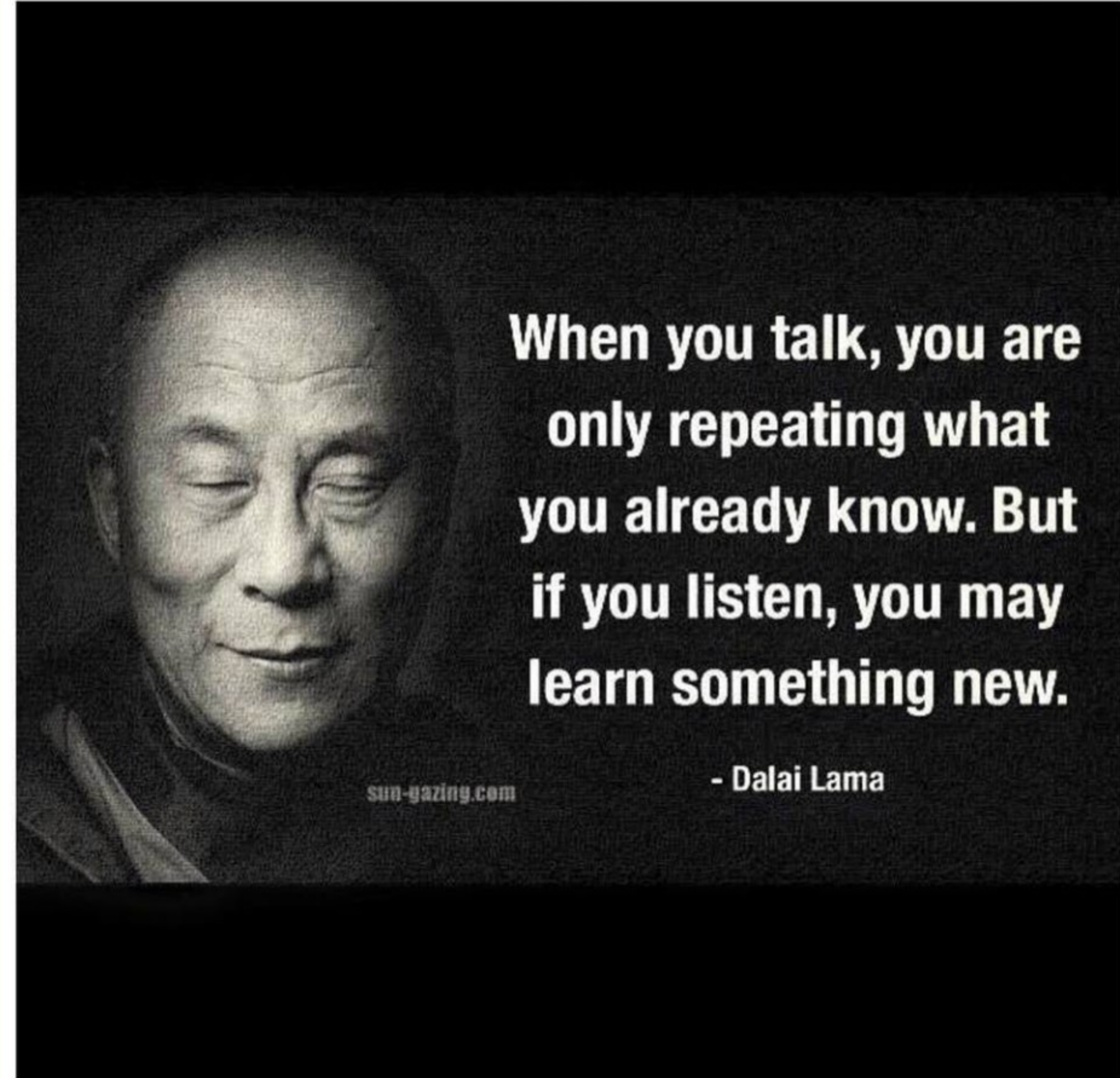


What Makes a Good Mentor? (Mentee's View)





LISTENING



**When you talk, you are
only repeating what
you already know. But
if you listen, you may
learn something new.**

- Dalai Lama

sun-gazing.com

A photograph of a woman with short brown hair, smiling warmly at the camera. She is wearing a dark blue top and is seated at a table. In the background, other people are blurred, suggesting a social or professional gathering. A semi-transparent teal rectangle is overlaid on the lower half of the image, containing white text.

Mentors are people who can
give hope, build resilience in others, provide support,
wisdom and advice with a heart
Mentoring is a form of people power
Good mentors are good listeners

What is Active Listening?

- ✓ Curious and interested in the other person
- ✓ Feel honoured that someone is sharing their information with you
- ✓ Being in that space totally, not knowing what's next- Compass vs Map
- ✓ Being alert to what is being said and unsaid and aware of physical cues – language, posture, visual cues etc.



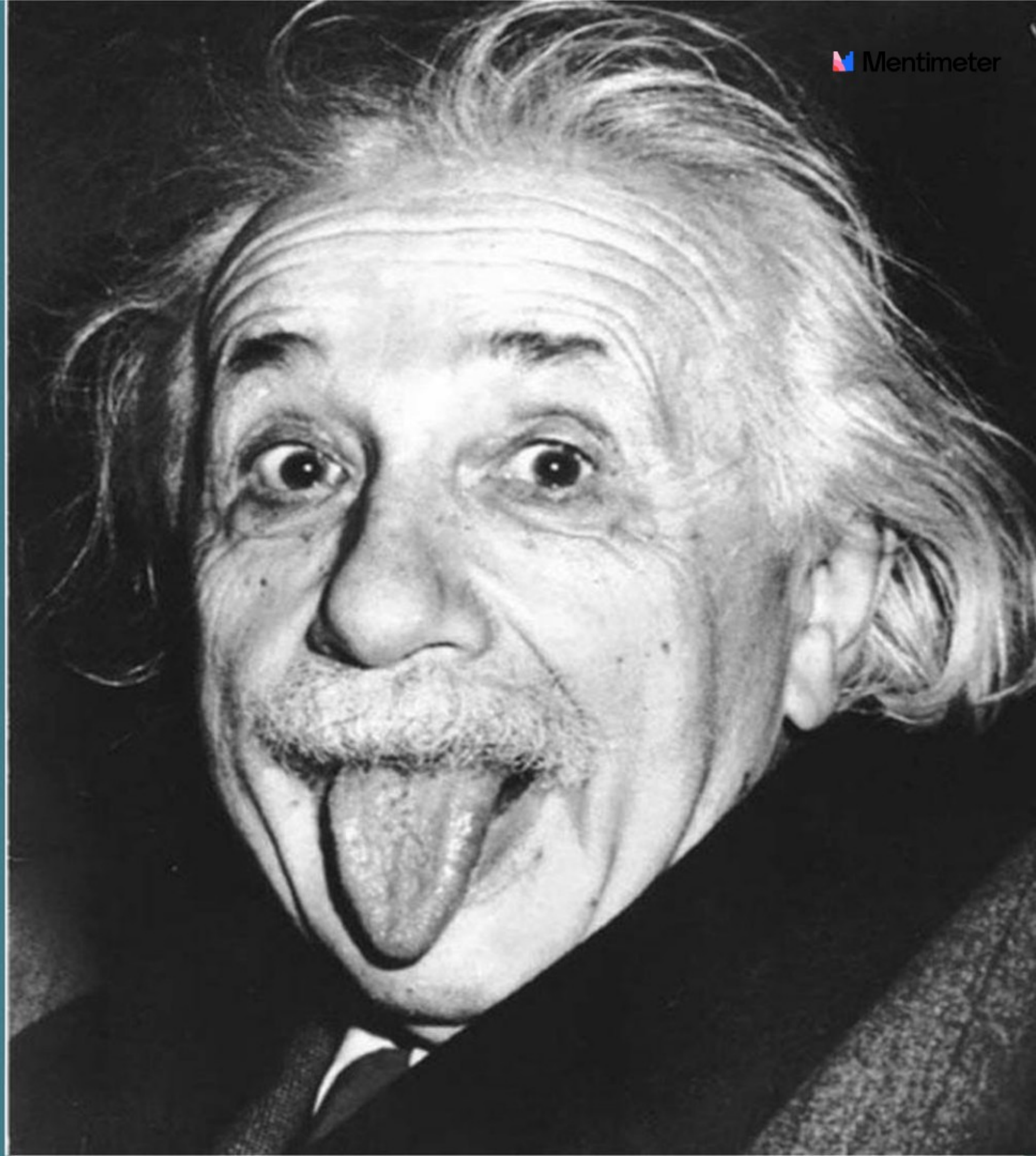
Questioning

- ◇ Garbage in, garbage out – answers we receive depend on the type of questions we ask
- ◇ Asking the right question is at the heart of effective communication
- ◇ Effective questions are powerful and thought provoking – how well do we ask?

Asking Questions

If I had an hour to solve a problem and my life depended on the answer, I would spend the first 55 minutes figuring out the proper questions to ask.

For if I knew the proper questions, I could solve the problem in less than 5 minutes
- Albert Einstein





Create Awareness

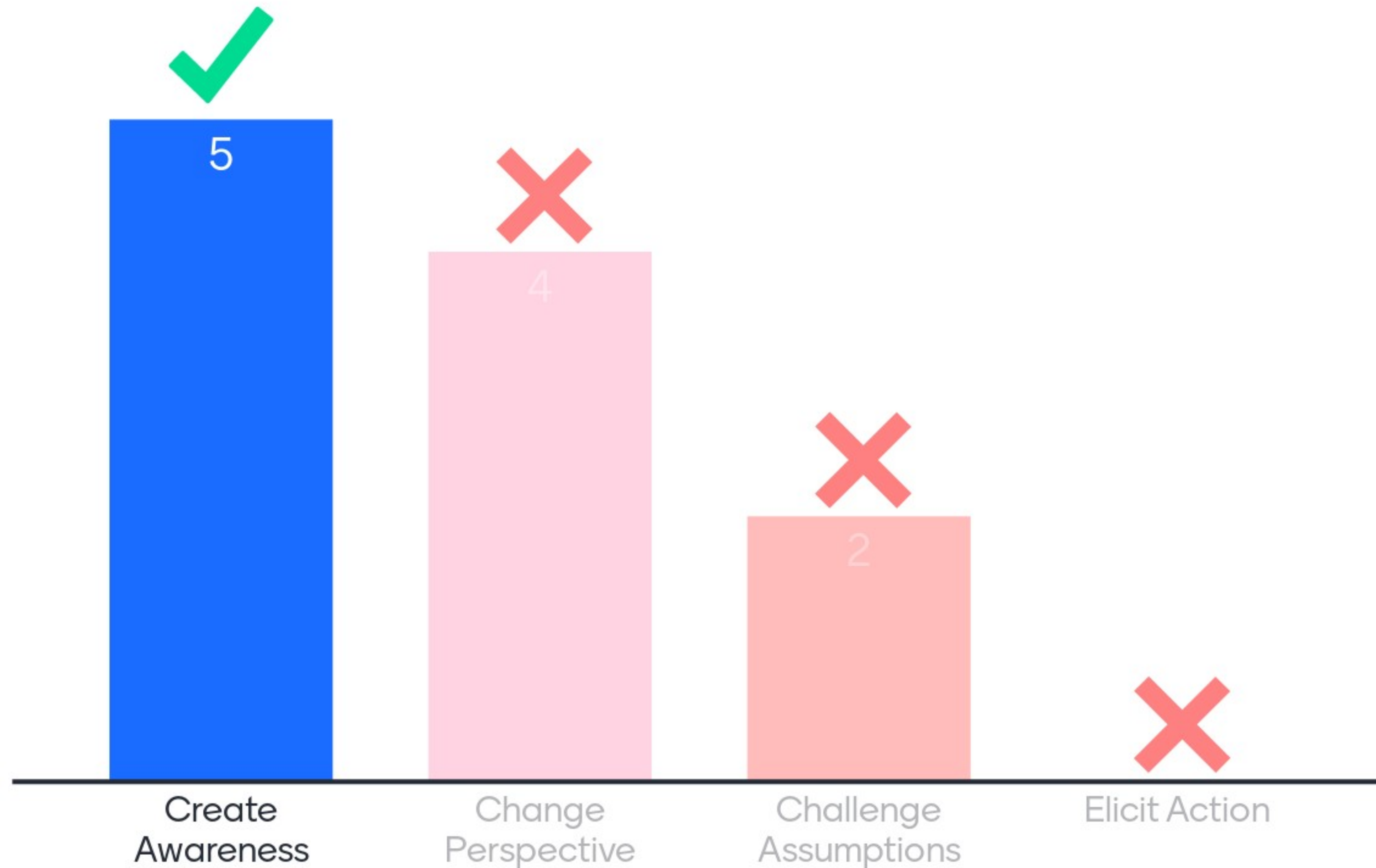
Change Perspective

Challenge Assumptions

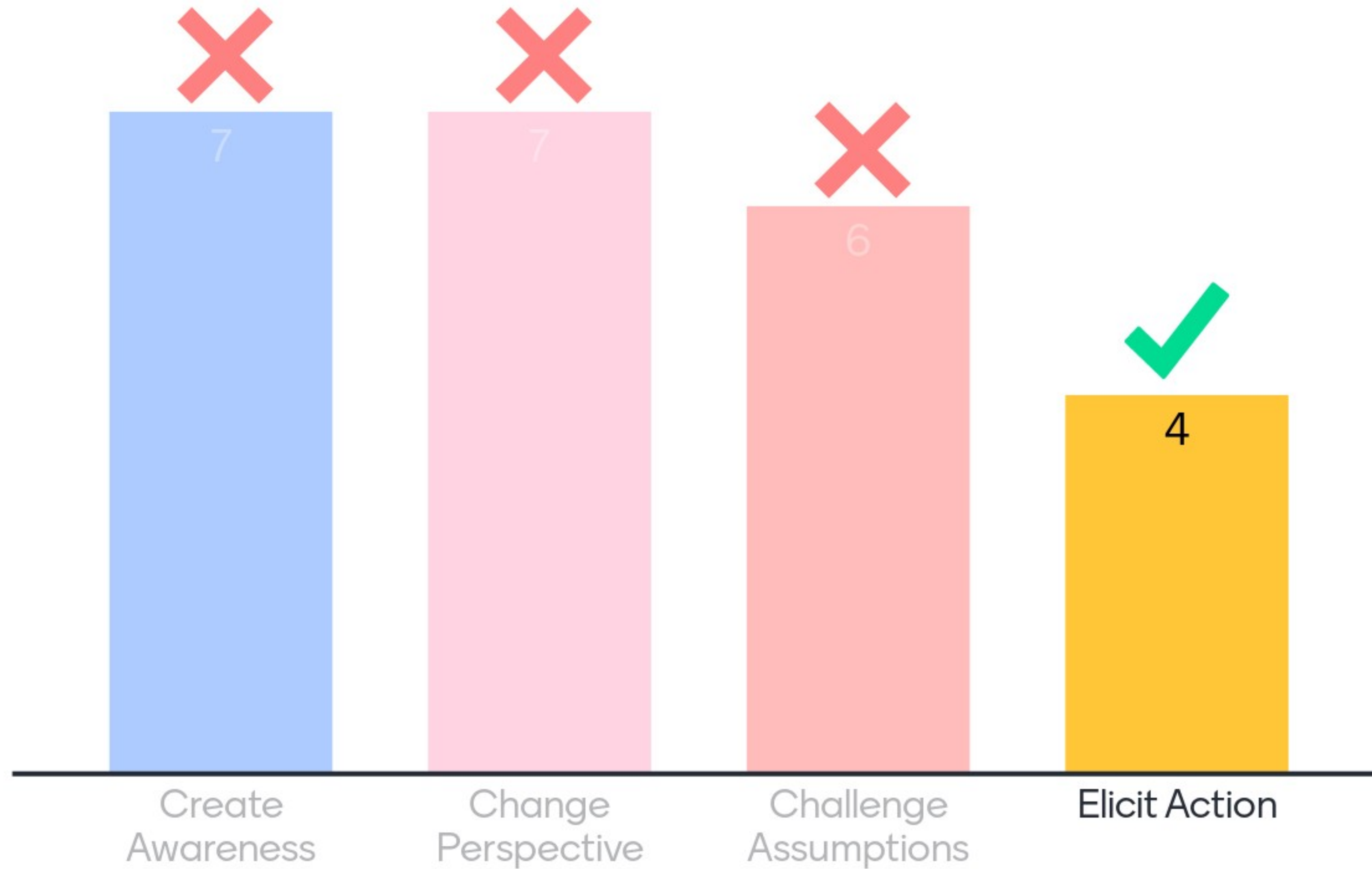
Elicit Action

Learning Questions

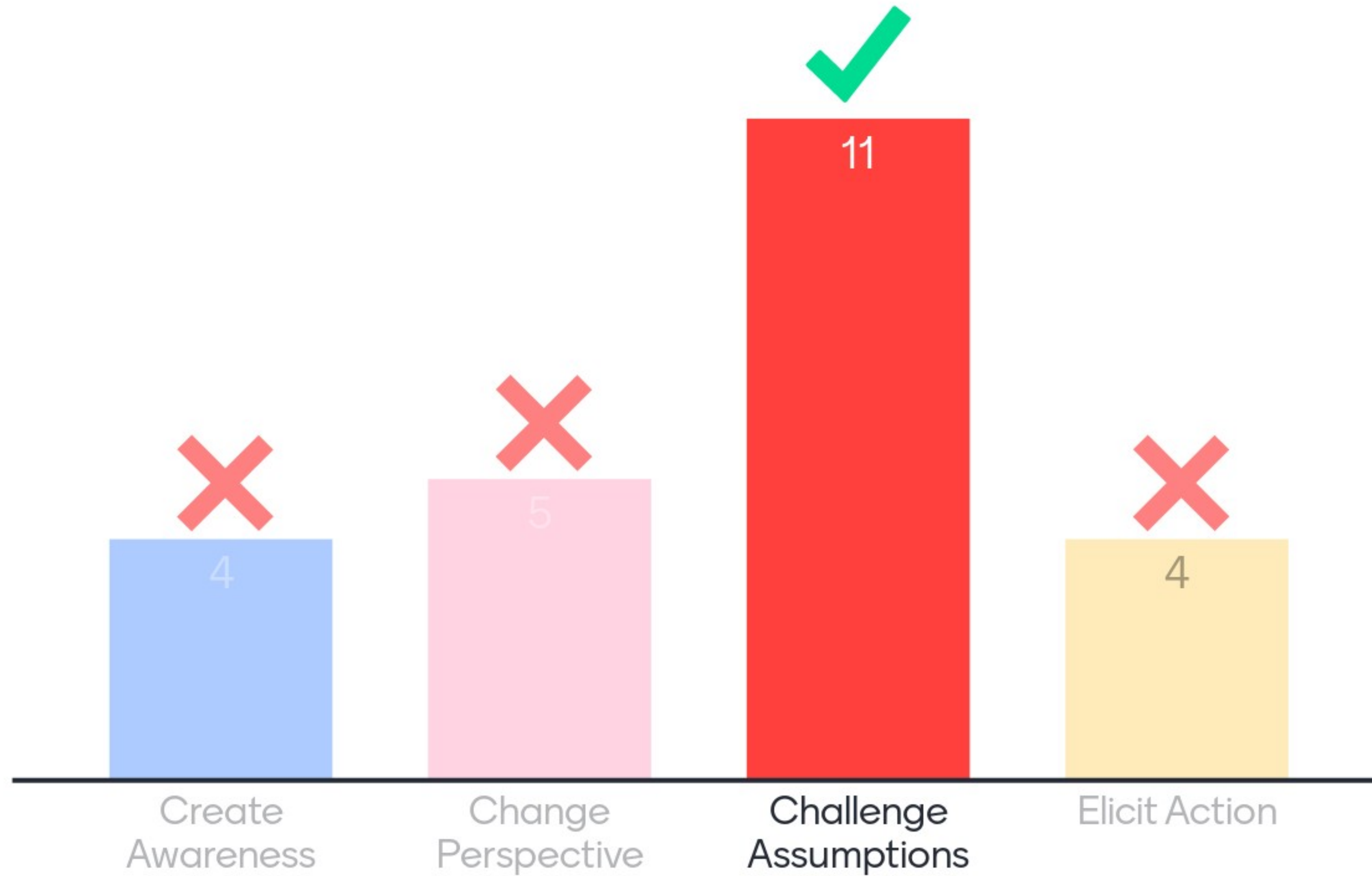
Where are you now on a scale of 1 to 10?



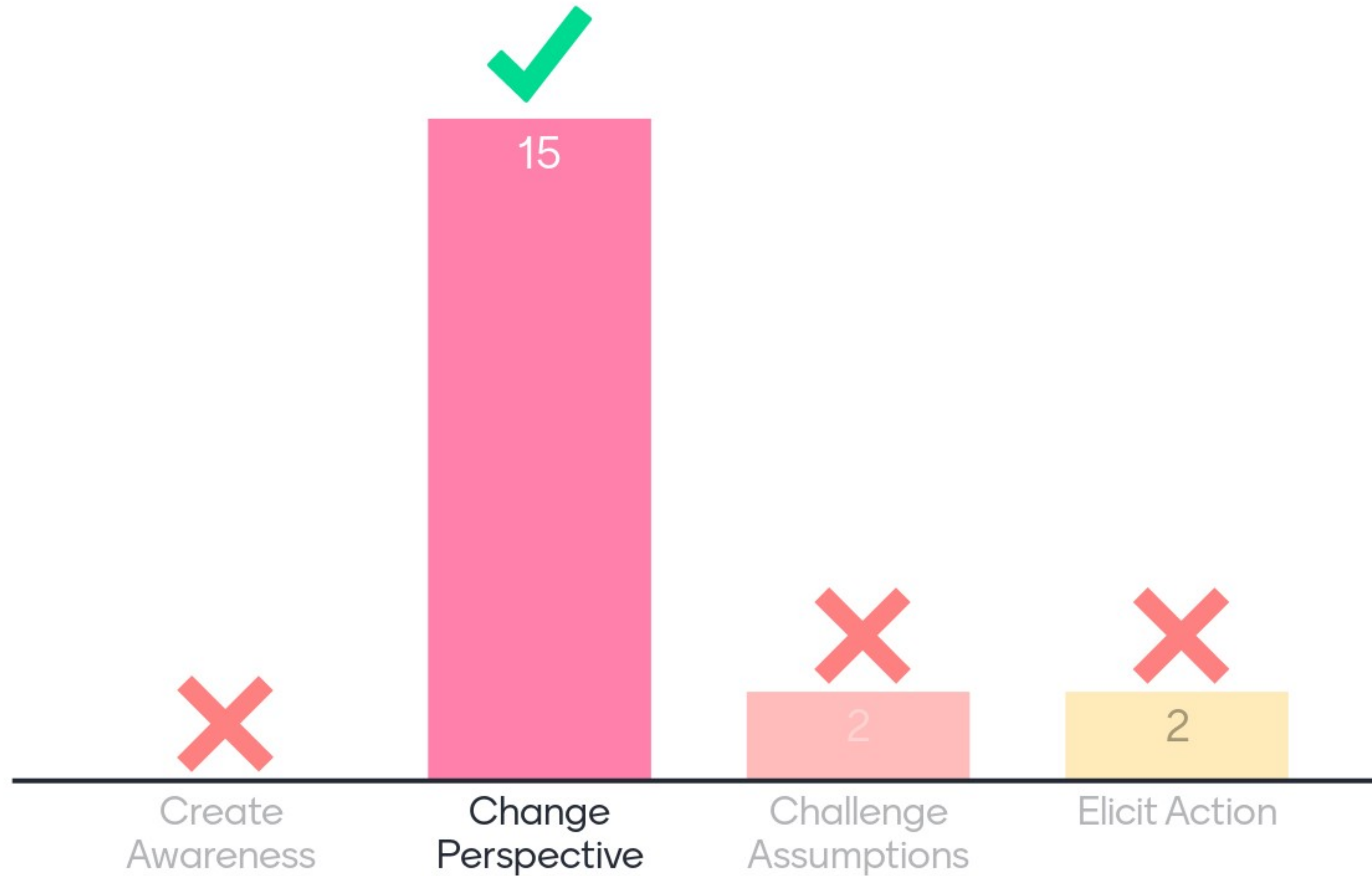
What would be your next step?



Who is stopping you?



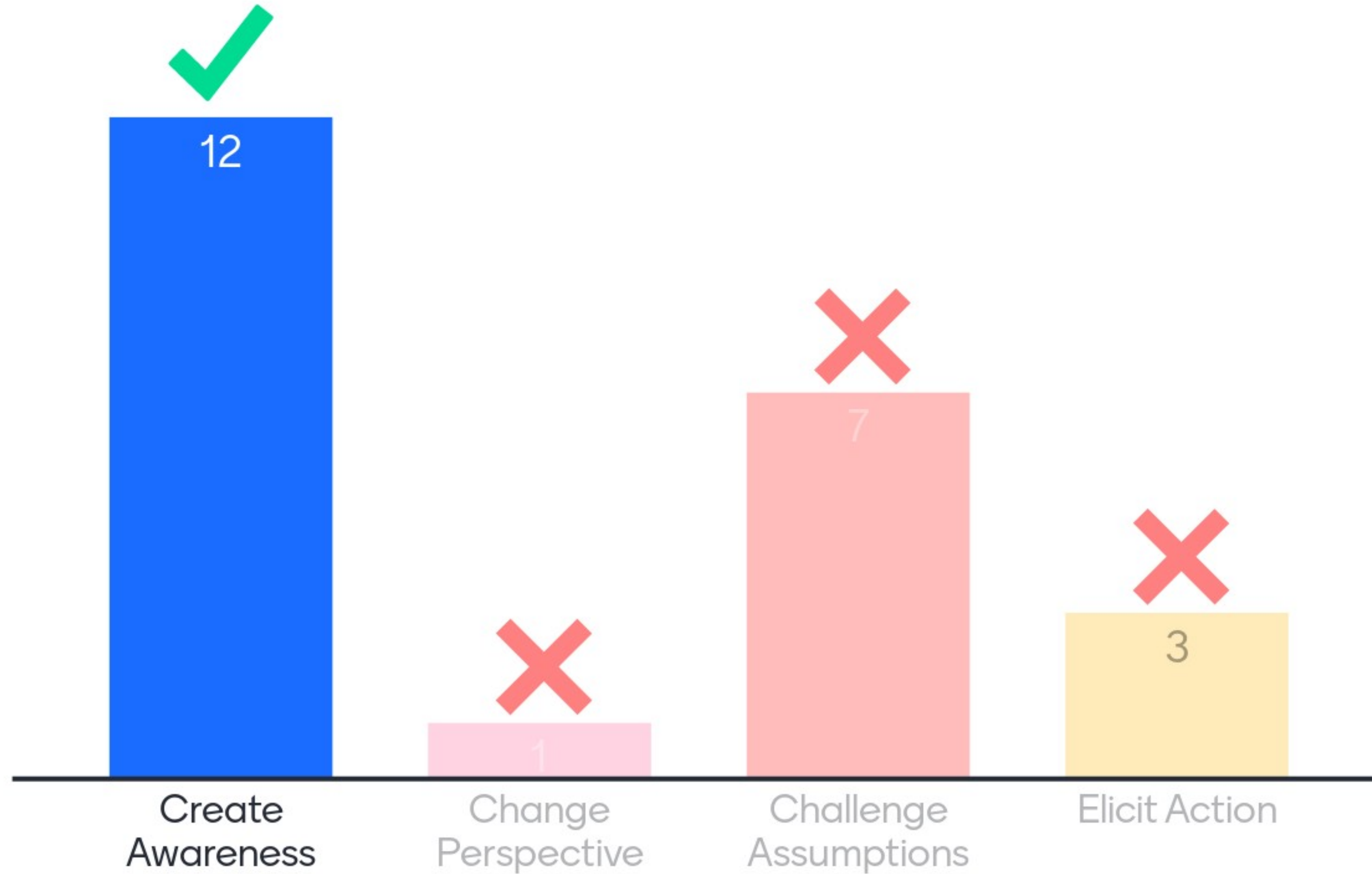
How might this be done differently?



What if the obstacle did not exists?



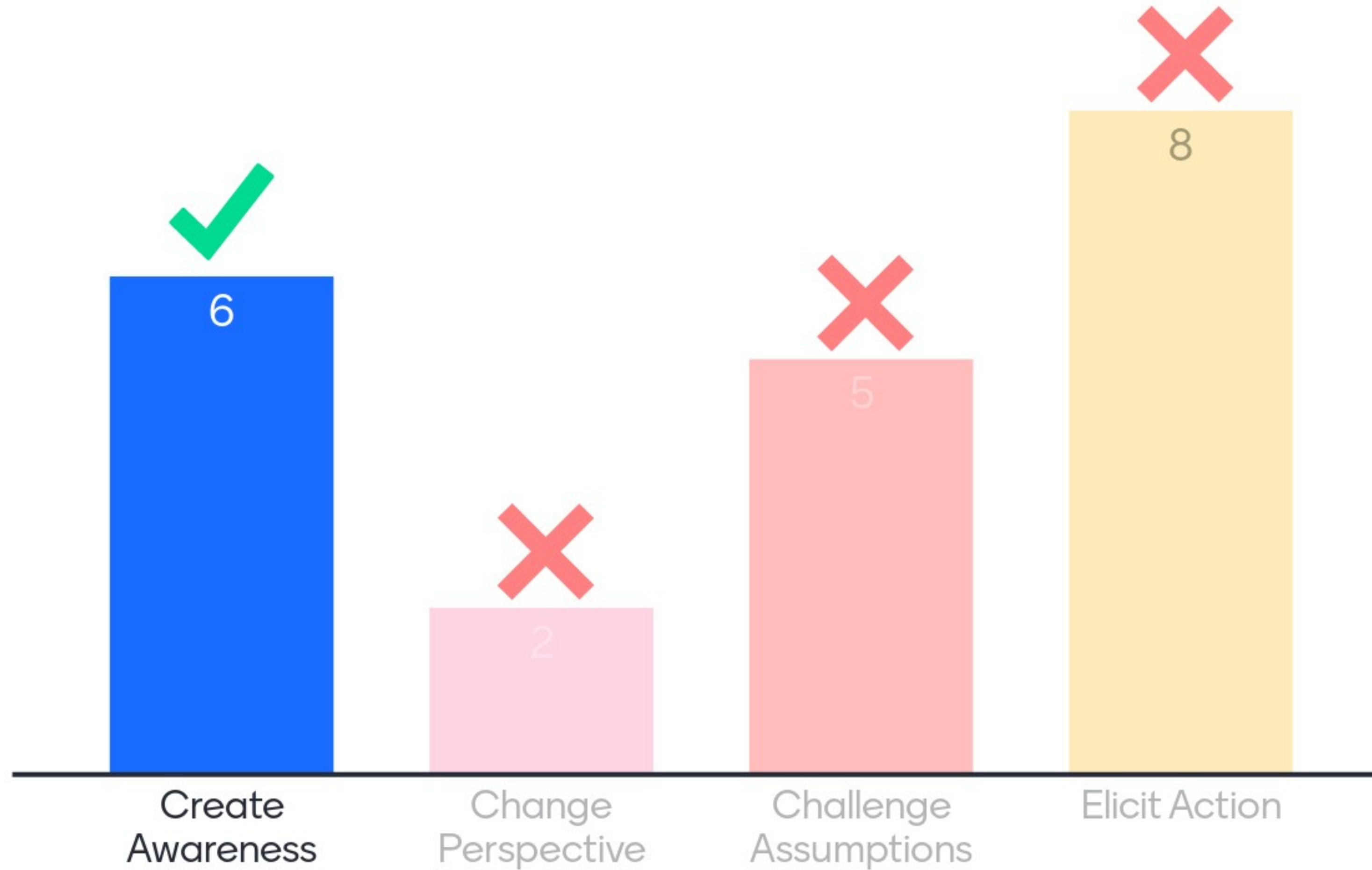
How do you feel about this?



When are you going to do it?



Tell me about a recent success



What are some of the learning questions you would use?

what would you do differently if you had a second try ?

What drive you ?

To change perspective, challenge and change assumptions. Create awareness within oneself.

What are your biggest concerns?

What is your last achievement ?

If you were to describe your strongest feelings abt this situation

How do you see yourself in 5 years?

What is the best decision you have taken in your life and why?

What would happen if you do this?

What are some of the learning questions you would use?

What does success look like in this area?

What would not happen if you don't do this?

When will you complete this task?

which is more important to you?

Who are you? What defines you?

how do you get over road blocks?

what is the worst thing that could happen ? and how likely is that ?

What would you do differently

What do you think you can do to achieve this?

What are some of the learning questions you would use?

What else could you do?

What is your next step ?

Where are you stuck?

What steps will you take to achieve your goals ?

When was the last time you had similar feeling about the situation?

why don't you wake up and change !!!!

When positive changes in me after attending this mentoring?

What could be the next step you could take right now to get where you want to be?

What can you do in next 24 hrs to move towards your goals?

What are some of the learning questions you would use?

What do you need to stop? What do you need to start?

What could be the obstacles?

do you need me to give you a kick ?

why do you want to do this?

If you had a magic wand, what would you hope to see?

Need to login to find out more before I know my readiness.

Core Skills *for Mentors*

- ✓ Listening Actively
- ✓ Building Trust
- ✓ Encouraging
- ✓ Identifying Goals & Current Reality



Core Skills *for Mentees*

- ✓ Learning Quickly
- ✓ Showing Initiative
- ✓ Following Through
- ✓ Managing the Relationship

Mutual Agreement and Understanding





The AIM Mentoring Journey

- ✓ Build a WORKING level of trust with the Mentee
- ✓ Provide Broader and Alternative Perspectives to the Mentee 'Master Perspective'
- ✓ Encourage the Mentee to develop proactive, positive course of actions
- ✓ Encourage the Mentee to Grow
- ✓ Guide the Mentee to find Purpose
- ✓ Encourage the Mentee in Taking Action, and Receiving Feedback
- ✓ Guide the Mentee to see the Feedback from a Growth Mindset Perspective
- ✓ Encourage/Inspire the Mentee to Help Others
- ✓ Use the AIM Mentoring Framework: COPE, HOPE and RAM

Milestones Check-Ins





Demo

Mentoring Engagement Tool

Using AIM Mentoring Engagement Tool (MET)

Home About Us ▾ Our Offerings ▾ Join Us ▾ Events Resource Center AIM 21 ▾ Sign in

Asia Institute of Mentoring

Advance Your Personal and Professional Development

[Get Your Membership](#)

The AIM Resolution 21 Challenge (AIM 21)

Asia Institute of Mentoring (AIM), the first organization in Asia to focus on growing mentors, bringing mentoring to the spotlight, and promoting mentoring as a life philosophy launches **The AIM Resolution 21 Challenge (AIM 21)**, to bring hope and optimism in the New Year as we transition towards a post-pandemic world. Our goal is to have 2021 people mentoring forward this coming year 2021, generosity, giving, caring and kindness, and to continue to build on it every year for the next decade. [Find out more](#)

Why Mentoring is Important

Mentoring is about the focus on helping another to improve performance and productivity, learning and growth, to achieve deep human potential. By becoming an effective mentor, you can enhance self-awareness, leadership and managerial skills while improving individual and team effectiveness and performance.

AIM Video

Watch later Share

IF

Using AIM Mentoring Engagement Tool (MET)



How ready are you to get started?

0

What do you mean by ready?

2

I need more time and clarification

14

Ready to rock-and-roll!



Thank you!
Questions?