

# MENTORING NEWSLETTER SPRING/SUMMER EDITION



Welcome to the 2024 Spring/Summer 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.

## Highlights - Mentoring Stories from our Mentors

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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, 18 cycles of mentorship programs involving nearly 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 has 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



*Founder's*

*Letter*

# DAVID & ANIL

## OUR MENTORING STORY

### AIM 24 MENTORSHIP PROGRAM

The AIM Mentoring Program, widely recognized as the go-to platform for quality mentoring, has proven instrumental in aiding individuals to navigate through challenging times and achieve their personal and professional goals. The program, which was established to inspire and reconnect people to humanity amidst the difficulties of 2021, has exceeded expectations in its commitment to fostering a culture of generosity, kindness, and forward-thinking mentorship.

Despite the multitude of global challenges, AIM has remained unyielding in its mission to be a pillar of strength and unwavering support for its mentees. The platform has accumulated a wealth of experienced and knowledgeable mentors, who've been instrumental in creating heartwarming success stories that serve as a testament to the positive impact of the program.

In a recent series of discussions conducted by Pathmah, the Mentoring Program Lead with AIM, the spotlight was placed on David, a Singapore-based mentor, and Anil, a mentee. Their experiences and stories provided valuable insight into the impact and effectiveness of the mentoring process. Both David and Anil emphasized the importance of open-mindedness, continual learning, and the power of co-creation in their mentoring journey.

David, who's been an active mentor for about eight years, underscored the unique benefits a mentee-mentor relationship brings. He noted, "Mentoring for me is an extension of coaching. I love doing it because I learn, and it's another source of my continual learning." This mindset aligns perfectly with AIM's ethos of fostering a culture of mutual growth and development, and highlights the reciprocal benefits inherent in the mentoring process.



Anil, Director of Client Solutions at Odyssey Energy Solutions, accentuated the critical role of mentoring in his professional journey. Reflecting on his experience, he conveyed, "When you are there in the ocean and you don't know in which direction to go, you need a mentor to show you the path." Anil's experience aptly encapsulates the guiding role a mentor plays in helping individuals navigate the turbulent waters of their careers and personal lives.

In conclusion, AIM's mentoring program has emerged as a beacon of hope and guidance for many. Its success is evidenced not just by the personal and professional growth of the mentees, but also by the increasing number of individuals paying it forward by becoming mentors themselves. Through this continuous cycle of learning and giving, AIM continues to inspire and elevate individuals to new heights.

# LENA LIN

## MY MENTORING STORY

Lena, an experienced lecturer at a local Polytechnic, recently shared her insights on her mentoring journey, emphasizing on the importance of empathy, patience, and humility.

Lena's journey into mentoring started from her early career days in the hospitality industry, where she observed varying work relationships and styles. Her experiences as a newcomer seeking guidance and support that wasn't always readily available laid the groundwork for her journey into mentoring.

Lena was inspired by her interactions with numerous individuals throughout her career. From listening to the setbacks and stress experienced by her teachers during her time as a preschool center leader, to the difficulties faced by her students entering the workforce, Lena found motivation to provide support and mentorship.

She states, "These people whom I've met along the way have inspired me and motivated me to continue being a mentor and I hope to be able to sharpen my mentoring skills to be able to transfer my skills and knowledge to providing support for the new Educators, the new teachers entering the workforce upon graduation."

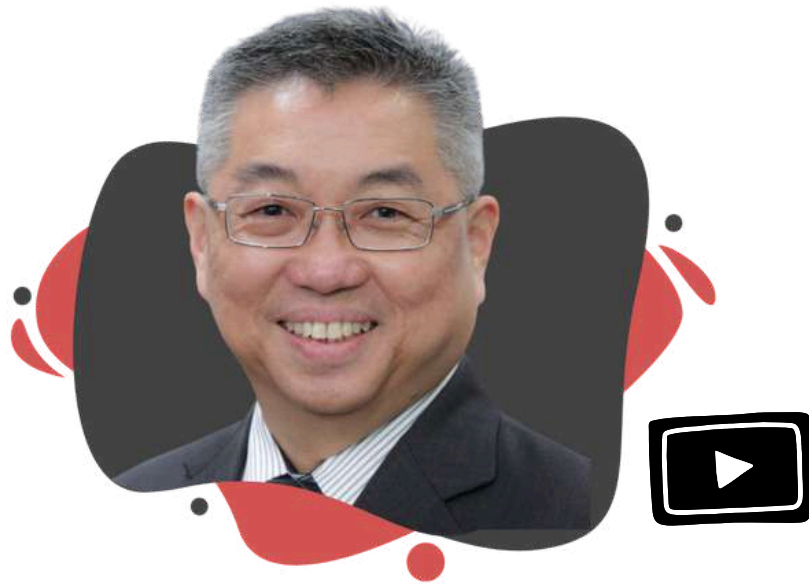
Her passion for mentoring was further solidified by the positive feedback from her team and students who found value in the time spent and advice given by her. Lena is committed to continuing her mentorship role, with the belief that mentorship can support personal growth and guide individuals through their life decisions.



## LENA X CPM TRAINING PROGRAM

Lena's journey has been aided by the CPM Program, which provides a structured approach to mentorship, blending theory with practical experience. She found the program helpful in understanding the difference between mentoring and coaching, learning about different theories and methods, and applying these learnings in real-life scenarios.

Lena advises aspiring mentors to uphold the values of humility, empathy, and patience, which she considers crucial for effective mentoring. She believes that every individual has their unique story and that mentors should be humble enough to listen without judgment, empathetic to understand the individual's stress, and patient to walk the lengthy journey with their mentee.



# DANIEL CHUA

## MY MENTORING STORY

Daniel, a semi retiree with over 24 years of experience in corporate management, has successfully mentored numerous young professionals from different generations, including millennials and Gen Z, and has witnessed their remarkable personal and professional growth.

Daniel's journey as a mentor began during his primary school years, where he was fortunate to have a dedicated teacher, Mr. Yip Kum Foo, who took Daniel and his peers under his wing. Even after 50 years, Mr. Yip remains a cherished friend and mentor, inspiring Daniel to pay it forward and become a mentor himself.

Apart from Mr. Yip, another significant influence on Daniel's mentoring journey was Dr. Bobby Sng, the former president of the Singapore Bible Society. Despite his passing in 2019, Dr. Sng left a lasting impact on Daniel, further fueling his passion for mentoring.

Throughout his mentoring experience, Daniel has encountered numerous memorable moments. He has mentored approximately 33 young individuals, debunking the notion that millennials and Gen Z are difficult to mentor. Daniel believes that these generations are simply misunderstood and that with the right guidance, they willingly adopt new mindsets and initiate positive change. Witnessing the "aha" moments of his mentees, Daniel finds immense joy in seeing them transform their perspectives and take proactive steps towards personal development.

When asked about his motivation to become a mentor, Daniel reflects on his own experiences as a mentee and the impact it had on his life. Grateful for the unselfishness of those who mentored him, Daniel feels compelled to give back and guide young individuals on their respective journeys. He hopes that his mentees will continue the chain of mentorship, creating a

multiplying effect that benefits future generations.

Daniel's most valuable learning through mentoring is acknowledging that "Every young person is different, and no one's aspiration is better or worse than the others. My only question is to the young person: how willing are you to be the best version of yourself? If you are willing, I am willing to walk the journey with you, but you must do the work."

While mentoring has its rewards, Daniel acknowledges that there can be barriers to effective mentorship. Some mentees struggle to see beyond their own limitations or hesitate to take ownership of their actions. Overcoming these challenges can take time, but Daniel remains committed to helping mentees realize their inner potential and the power to create change.

### DANIEL X CPM TRAINING PROGRAM

Reflecting on his experience with the Certified Professional Mentor (CPM) program, Daniel commends its structured approach to mentoring. The program's framework, which differentiates mentoring from counseling or coaching, has been instrumental in setting the tone of his conversations with mentees. The core values of the CPM program, including authenticity, integrity, continuous learning, inspiring others, trust, wisdom, and compassion, have also guided Daniel in his mentoring journey.

When asked for advice for aspiring mentors and mentees, Daniel emphasizes the responsibility of the mentee in driving the relationship. He believes that the mentee must have the desire to change and improve, while the mentor's role is to support and guide them in becoming the best versions of themselves. Daniel emphasizes that there is no one-size-fits-all approach to mentoring, as each individual is unique and deserving of appreciation.

# BILL BRYANT

## MY MENTORING STORY



Bill Bryant, formerly the distinguished Managing Director of Middle East Africa and the Asia Pacific for the globally renowned Stolt Nielsen Group, recently took the time to share his personal journey and invaluable experiences as a mentor. Bill, whose professional expertise in the maritime logistics sector spans several decades, has been an active mentor for over a decade. He finds the process of guiding and nurturing others incredibly rewarding and fulfilling.

Bill's journey into the world of mentoring started unexpectedly in 2005 when a young, ambitious colleague based in Malaysia sought his advice and guidance. This initial experience turned out to be profound and deeply moving, triggering Bill's interest in mentoring. The experience was so impactful that it led him to take up mentoring on a regular basis. He found immense satisfaction in guiding others, which inspired him to continue on this path and make mentoring a significant part of his professional life.

Looking back at his mentoring journey, the former Managing Director fondly recalled numerous memorable moments that

left a lasting impression on him. His first encounter with mentoring was a transformative experience that significantly shaped his approach to mentoring. More recently, he shared a remarkable experience where he had the opportunity to mentor a young lady from Asia. According to Bill, this mentor-mentee pairing was an "absolutely incredible experience," reminiscent of his younger years, and he described it as holding a mirror to his younger self.

Throughout his mentoring journey, Bill emphasized the importance of a structured approach to mentoring, a strategy he learned from his involvement in the AIM program. He underscored the power of active listening, being genuinely present, and establishing clear rules of engagement as the cornerstone of successful mentoring relationships.

When solicited for advice for those aspiring to become mentors or mentees, Bill stressed the importance of readiness and having a clear objective in mind. He emphasized that mentoring should emerge from a sincere interest in helping others grow and a willingness to share one's knowledge and experience, rather than as a means for self-promotion. For mentees, he advises them to have a clear understanding of the issues they're trying to resolve and to be prepared to actively work towards finding solutions to their challenges.

Bill's philosophy towards mentoring can be encapsulated in his own words, "You need to be doing this from a position of care for and interest in people and not to try and make yourself feel better look better or sort of promote yourself. This really needs to be about giving."

His insights and experiences provide a goldmine of wisdom for those interested in embarking on their own mentoring journey, either as a mentor or a mentee. His experiences serve as a beacon, illuminating the path for those who seek to engage in mentoring relationships.



# WEELIN LOH

## MY MENTORING STORY

Weelin, a highly respected leadership coach and a passionate Positive Psychology Practitioner, recently shared her insights into her transformative mentoring journey, one that saw her evolve from a humble mentee to a seasoned mentor at the prestigious AIM Institute.

With a rich history spanning two decades, Weelin's professional career was deeply rooted in the media entertainment industry. Amidst the chaos and uncertainty of the global pandemic in 2021, Weelin took the leap of faith and left her corporate job behind. Motivated by a quote by Gandalf from the Lord of the Rings saying "All we have to decide is what to do with the time given to us", Weelin entered into a whole new world in Coaching and Mentoring, one that is both enriching and rewarding.

The AIM Institute, a renowned institution dedicated to fostering leadership and mentoring, played an instrumental role in Weelin's journey. They matched her with a mentor who, like her, had transitioned from a high-powered corporate job to coaching. This mentorship experience was incredibly enlightening for Weelin. It taught her the importance of slowing down, the value of self-reflection, and the necessity of maintaining a consistent routine, all of which she found to be exceptionally beneficial in her ongoing journey.

Inspired by the immense value she derived from having a mentor herself, Weelin decided to pay it forward. She took the step to enroll as a mentor with AIM in early 2022, an experience that she has found to be incredibly rewarding. One of her most memorable and enriching experiences has been the concept of reverse mentoring. In this process, she has been able to learn fresh perspectives and gain new insights from her younger mentees, proving that learning is indeed a two-way street.

For those who aspire to become mentors, Weelin encourages them to overcome any lingering hesitations and generously share their invaluable experiences and expertise. To the mentees, she offers a simple yet powerful piece of advice: don't be afraid to ask for help and to sign up for a mentoring program.

In closing, Weelin shared a quote by Benjamin Franklin, which beautifully encapsulates the essence of the mentoring journey, "Tell me and I forget, teach me and I may remember, involve me and I learn." It serves as a reminder of the symbiotic nature of mentoring, where both parties learn and grow together.

# MAR VIN FOO

## MY MENTORING STORY

Mar Vin Foo, an industry veteran with nearly two decades of experience in the IT sector, has generously shared his journey into mentoring. This journey reveals the remarkable value that mentoring can bring to both individuals and society as a whole. His contributions have spanned both private sectors and government agencies, enhancing the operational systems within these entities.

His mentoring journey was sparked by a fortuitous encounter with Steven Yeo, a distinguished individual who was a former scholar of the Economic Development Board of Singapore and also served as the ex-CEO of the Flyer. The empathetic and understanding demeanor of Mr. Yeo served as a source of inspiration for Mar Vin, leading him to embark on his own journey as a mentor. Through this process, he realized the profound value that mentoring could provide to the younger generation by assisting them in navigating various aspects of life. This assistance was possible through the sharing of experiences and insights.

Mar Vin cherishes the memory of being invited back to his alma mater, the National University of Singapore, where he served as a volunteer mentor. One of his most significant moments includes a six-month virtual mentoring journey with a second-year Computer Science undergraduate. This digital journey culminated in a cherished face-to-face meeting, further strengthening the bond between mentor and mentee.

In reflecting on his experiences, Mar Vin equates the mentoring process to narratives observed in novels. In these stories, a guiding character often appears at crucial moments to provide enlightenment and insight to the lead character. He stresses that, akin to these characters, mentors are not perfect beings. Instead, the relationship established between the mentor and mentee is a reciprocal one, characterized by shared growth and learning over time.

Mentoring does come with its unique set of challenges, as Mar Vin acknowledges. One of the most notable hurdles is encouraging individuals to

be open and share their personal experiences and thoughts. However, by displaying empathy and sharing their own personal stories, mentors can cultivate a comfortable environment that encourages open and genuine conversation.

## MAR VIN X CPM TRAINING PROGRAM

Throughout his journey, Mar Vin Foo has found immense value in the Certified Professional Mentor (CPM) program. This program has facilitated connections between like-minded mentors, fostering an enriching exchange of knowledge and insights. His experience with the Asia Institute of Mentoring (AIM) has been significantly rewarding, particularly his interaction with Robin Wong, a former senior executive with American Express.

Mar Vin encourages those who aspire to be mentors and mentees to display commitment, emphasizing that relationships play a critical role in our lives. He believes that our identity as a person, our usefulness, and our value are all determined by the relationships we cultivate. As he beautifully puts it, "the kind of relationship that we have identifies ourselves as a person. Are we a useful person? Are we of value? I think that is determined by the relationship that we have."



# 7 Tips for Mentors



- 1 Don't start offering solutions**  
Before you get to know your mentee as there may be information that you may not be aware of
- 2 Take time to get to know the mentee**  
Aspirations, mental well-being, personal qualities are external factors that could influence the mentee
- 3 View the relationship as one where you learn as a mentor**  
Make learning together as a priority for both mentor and mentee
- 4 Value the mentee and their journey**  
Let the mentee talk and reflect
- 5 Mentor doesn't need to be perfect**  
It's ok to share triumphs and struggles faced by the mentor
- 6 Make the effort to reach out to the mentee in the beginning of the relationship**  
As there could be hesitation on the part of the mentee
- 7 Be prepared to follow through on what you say**  
Walking the talk builds credibility in the eyes of the mentee



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



## **CERTIFIED PROFESSIONAL MENTOR (CPM) TRAINING PROGRAM**

8, 15, 22 & 29 July;  
5, 12 & 19 August 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](mailto:hello@asiainstituteofmentoring.com)

# Get Certified

The Certified Professional Mentor (CPM) program is AIM's flagship 4-day 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).

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

Dates: 8, 15, 22 & 29 July; 5, 12 & 19 August 2024

Time: 19:30 - 21:30 SGT (GMT+8)

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)

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

# VOLUNTEER



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!**

# PARTNERS

## AIM 24 Community Partners



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](mailto:hello@asiainstituteofmentoring.com)