

MENTORING INTRODUCTION

Mentoring takes an important role in the club life of Hamburg international Speakers (HIS). In this learning relationship between two club members (one new, one with experience) goals and intentions for the new member's (club) life are set and skills and capacities are gradually built. The overall goal of mentoring at HIS is to create a safe space for learning the nuts and bolts of speechcraft and leadership.

To find a mentor you will have learned from your [VP Membership](#) that you can freely choose a club member and ask them to be your mentor. However, we know that is easier said than done. Therefore a "mentoring pilot" will help you find the right match. To find out who the current mentoring pilot is, ask any current board member.

RESOURCES AND EDUCATION

As a club we have put together helpful information and resources on mentoring in one folder: <https://drive.google.com/drive/folders/1wayCg2kun3UeelCjwQOWvoSFh9Vw6hMa?usp=sharing>

For example, you can find:

- a sample email of how a new member can request a mentor
- a sample reply a mentor would send back to get things started
- a proposal on how to get your cooperation started

These documents are not prescribing how you formulate your email or agreement. They are based on what has proven useful for other people in the past. You can use them as they are or simply as an inspiration to make your own version.

Once you have completed your level 2 of any pathways path you can apply to a Mentoring education program by Toastmasters International. Ask your [VP Education](#) should you have trouble launching it.

GROUND RULES

In a mentoring workshop in March 2021 the following points were emphasized by our members as important for a well working Mentoring:

- Every relationship starts with listening
- Feedback is of vital importance
- There are no silly questions (or too many). Ask them all!
- Respect each other's time
- Only continue if there is a mutual benefit
- Have a specific goal and/or time frame to make it a relevant mentorship

GET STARTED!

Mentorship is a great opportunity for new and old members to be an active part of the club life, to learn from each other and to grow together. Start now!