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IX INTERNATIONAL DAYS OF MENTORING IN ENTREPRENEURSHIP

Learning Together Through Dialogue and Reflection

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A question as we begin...

*What do you most enjoy about being
in a mentoring relationship?*

Lets start with a definition

*The role of the mentor is one of **support** to the mentee. The mentor will listen and give advice and guidance, when it is appropriate. Mentoring focuses on **developing capability** by working with the **mentee's goals** to help them realise their potential.*

*The mentee is responsible for their **learning and development** and setting the direction and goals for the relationship.*

The flow of learning is two-way in a mentoring relationship and the mentor often gains as much as the mentee.

(Lis Merrick, 2005)

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Mentoring offer reflective learning space



Reflective Learning Theory

- Learning derives from our experiences
- Learning can be constantly updated through the process of recording and thinking about the experiences we have.
- Reflective learning is a process that helps us learn about ourselves and grow in the ways we want to
- Without reflection, the opportunities for mentor and mentee learning are missed

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The Schön Reflective Model

Reflection IN action

Consider the situation

Decide how to act

Act in the moment

Reflection ON action

Reconsider the situation, after the event

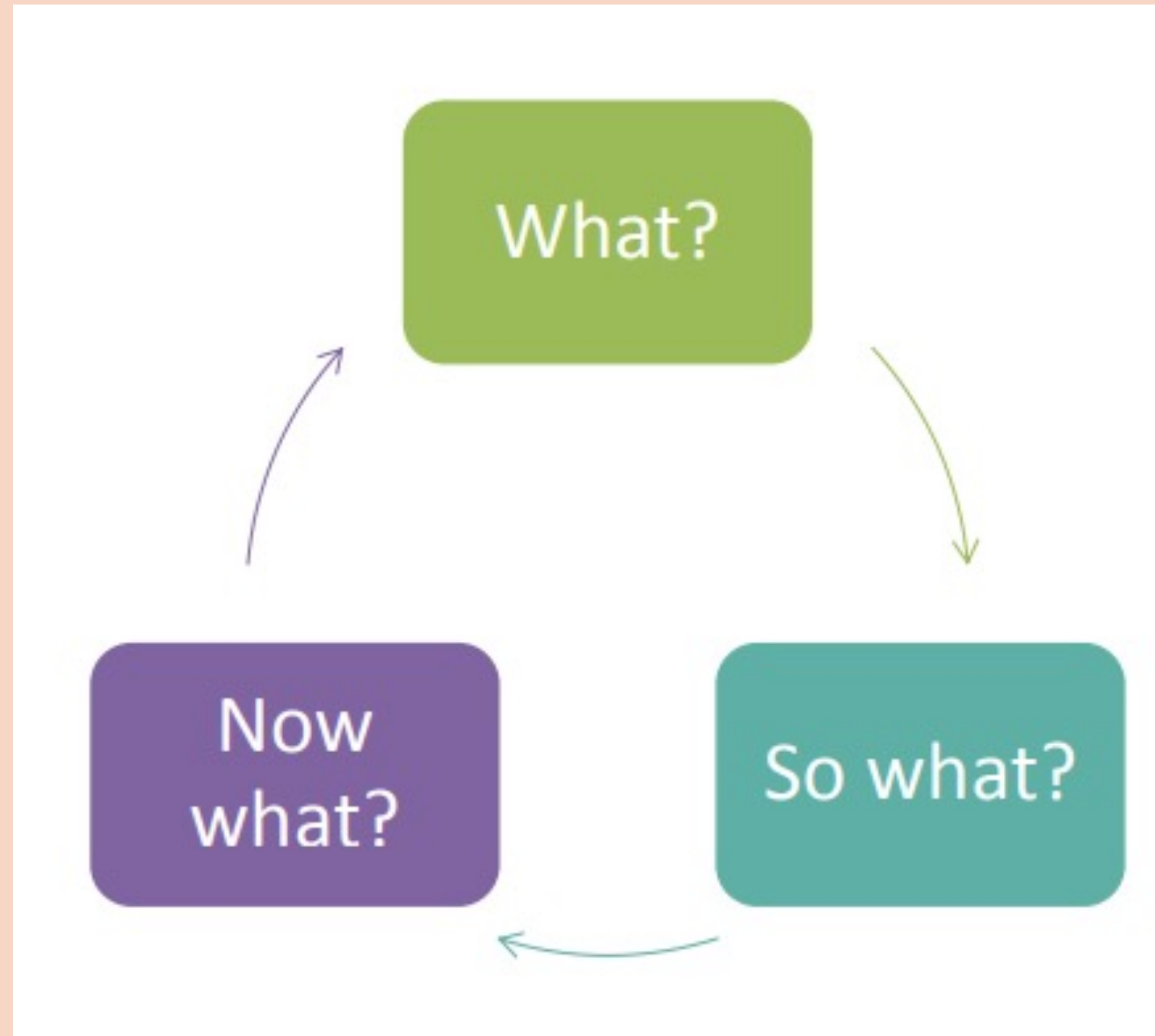
Think about what needs changing for the future

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How do you facilitate this for yourself?

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Driscoll Model of Reflection



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- **What?** - describe the situation: achievements, consequences, responses, feelings and problems
- **So what?** – discuss what has been learnt: learning about self, relationships, models, attitudes, thoughts, understanding and improvements
- **Now what?** – identify what needs to be done in order to improve future outcomes and develop learning

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Some reflective questions (David Clutterbuck)

- What do you notice the session that you didn't notice at the time?
- What are you curious about?
- What unexpected learning occurred for you?
- What assumptions were challenged?
- What was your dominant emotion during the session?
- What is the question I avoided asking/answering and why?

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How do you make space for reflection?

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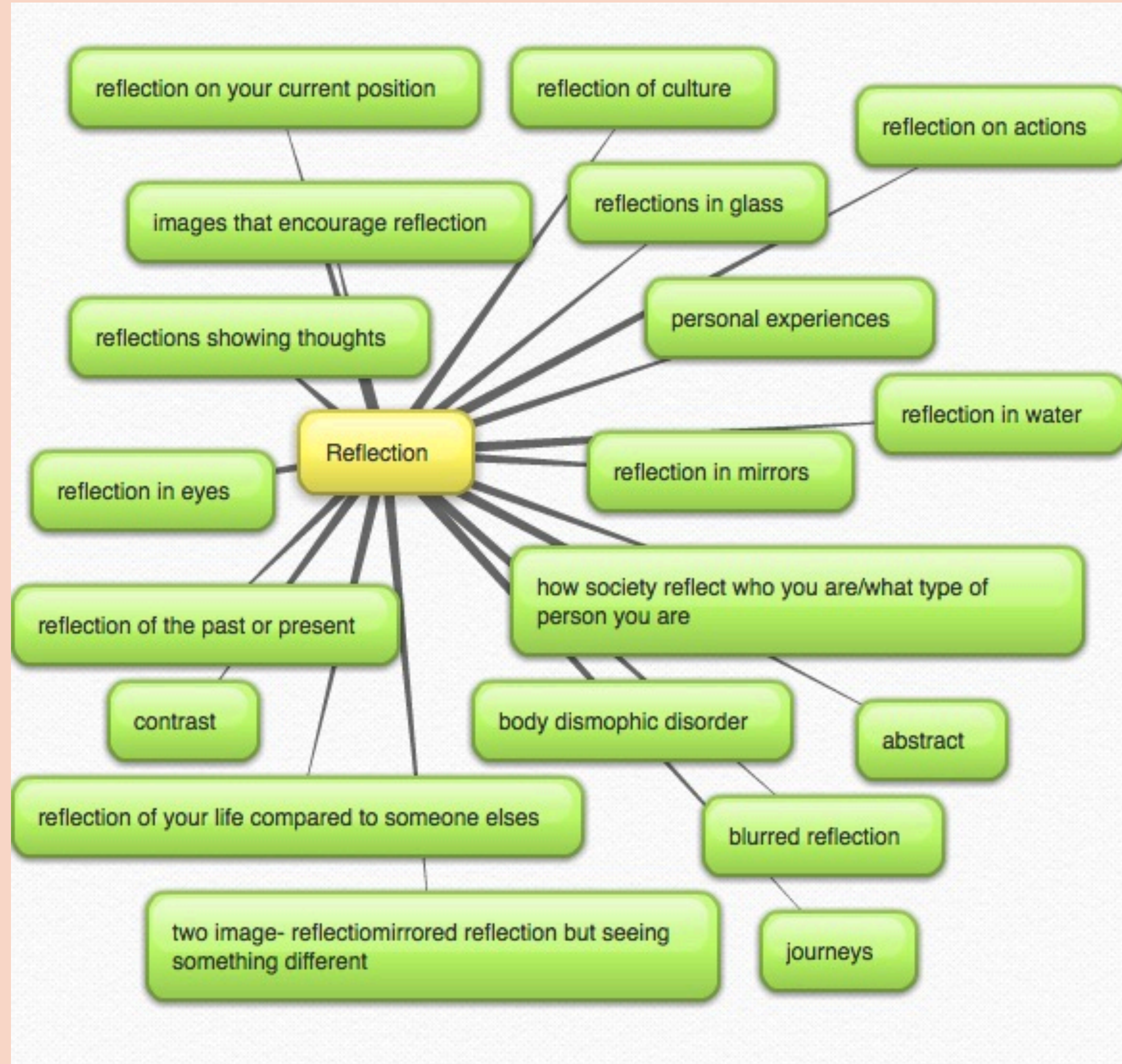
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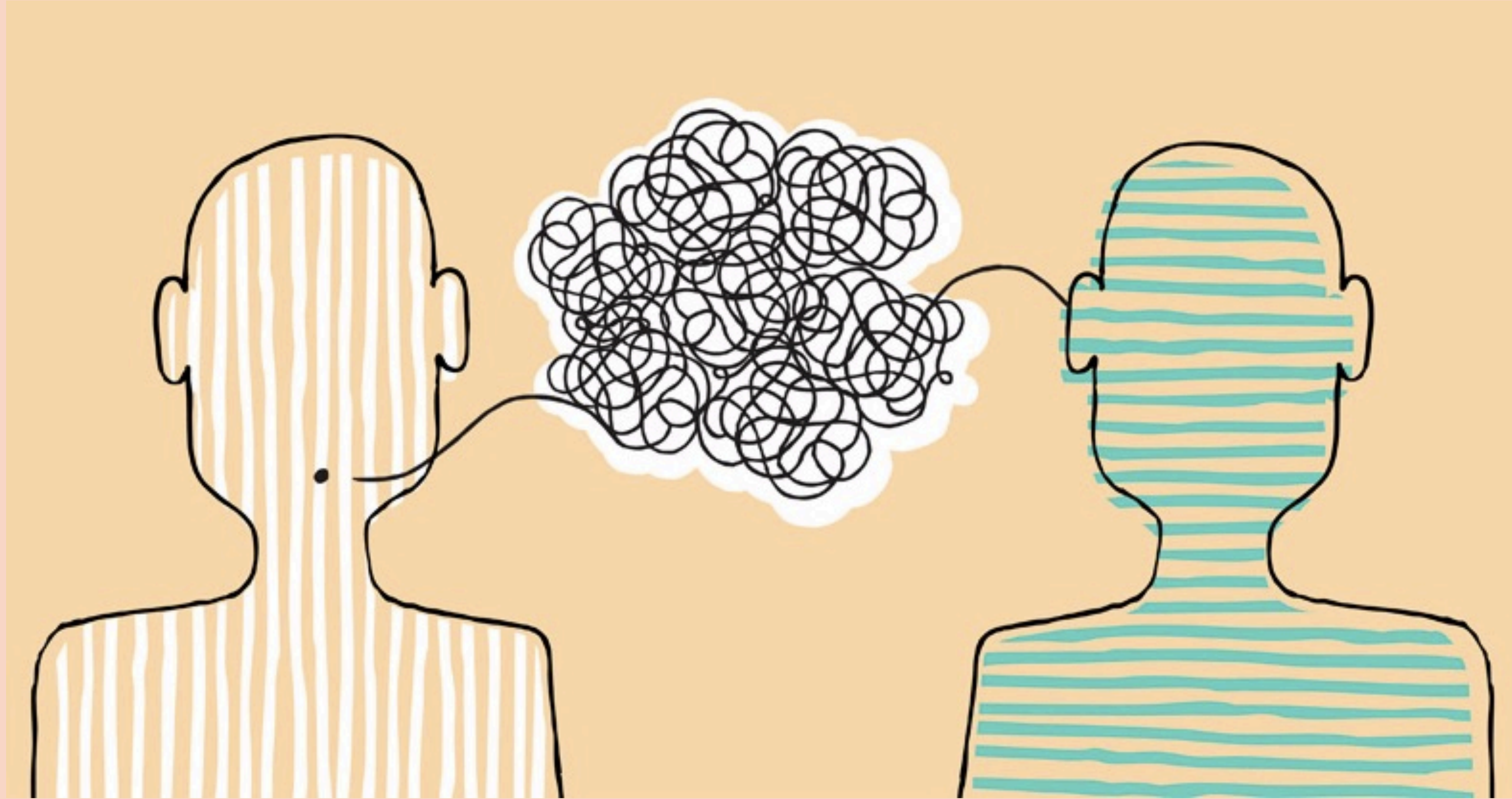
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‘Real dialogue is where two or more people become willing to suspend their certainty in each other's presence.’

– David Bohm, On Dialogue

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‘Another world is not only possible, she
is on her way. On a quiet day, I can hear
her breathing’

– Arundhati Roy

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What insights or new understandings are you taking away with you today?