

Mentorship & Coaching Workshop

Isthier Chaudhury; VP for DEI; Director of Admissions,
Swarthmore College

Michelle Chow-Liu; President 23-24; Head of HS
Counseling, Western Academy of Beijing (WAB)



REGIONAL INSTITUTE

Middle East and North Africa 2023

MENTORING: The guidance provided by a mentor, especially an experienced person in a company or educational institution:

COACHING: Coaching is a form of development in which an experienced person, called a coach, supports a learner or client in achieving a specific personal or professional goal by providing training and guidance.



REGIONAL INSTITUTE

Middle East and North Africa 2023

Traditional Mentoring Approaches

- ★ Mentor picks a protégé
- ★ Mentor is always more senior
- ★ Should have a lot in common
- ★ Mentor tells you what to do
- ★ Mentoring is for younger people
- ★ You are either a mentor or a mentee

Modern Mentoring Approaches

- ★ Mentees seek out mentors
- ★ Can learn from mentors regardless of your age or position
- ★ Difference = greater discovery, challenge, growth
- ★ Mentor is a sounding board
- ★ Need a mentor at every career stage
- ★ Always a mentor and a mentee



Effective coaching

- Agree to outcomes
- Build a baseline understanding of the issues (ask questions!)
- Practice new skills together
- Expectations for follow-up and check-in



Advice Giving Habit - AGH! |TAME YOUR ADVICE MONSTER

[PODCAST | Michael Bungay Stainer](#)

- The trouble with advice
 - You're often solving the wrong problem
 - Isn't as good as you think it is
 - Exhausting
- Tell it - You must have all the answers, or you fail
- Save it - You must rescue everybody, or you fail
- Control it - If you don't maintain control, you fail



REGIONAL INSTITUTE

Middle East and North Africa 2023

- Help others find their own answers, give up control, be **CURIOUS!**
- Ask questions:
 - What's the real challenge here for you?
 - And what else?
 - What do you want?



Breakout Session

15 mins in groups of 4 to 5 to discuss and practice how to be an effective mentor or coach

- Who have your mentors been in the past? Why were they effective?
- How do you approach mentoring/coaching someone else?
- Pitfalls or practices to avoid while mentoring?



Finding a Coach or Mentor

- Clarify what you need
 - General experience sharing?
 - Learning a specific skill?
 - Aspiring to a new professional role?
- Embrace feedback
- Reach out and ask for that first meeting/conversation
- Start simple, develop structure, follow up and thank mentors



Breakout Session

15 mins in groups of 4 to 5 to discuss and your professional goals and being a mentee

- What is something you would like to accomplish in the next 1-3 years?
- Do you have a mentor? How did you find them? Who could you ask?
- How do you process (difficult) feedback?



REGIONAL INSTITUTE

Middle East and North Africa 2023

Final Thoughts

- Pay it forward!
- International ACAC Mentor Year Program
 - (Check April 2024 for next cycle update)
- You don't always have the answers - help connect others within your network/regions



REGIONAL INSTITUTE

Middle East and North Africa 2023