



Intentional Mentoring For Multiplication

**“How To Invest Your Life
In Others To
Transform Your City”**

**Presented by
Ps Richard Rajoo**



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I. Initiate

II. Connect

II. Provide

IV. Direct



SESSION 1

OBJECTIVE OF THIS SEMINAR

To explore the value of mentoring and the role you will play in developing the potential of someone important to you.

To equip you with the necessary mindset, knowledge and skills required for effectively mentoring people.



I. VISION

1. We must lead with a compelling GOD GIVEN vision.
2. We must not be satisfied with a vague GENERALIZATION of a vision or try to borrow SOMEONE ELSE'S vision.
3. We must not try to get a COMMITTEE to determine a vision or keep APOLOGIZING for the vision.
4. We must CONCRETIZE the vision and PERSEVERE through to realise the vision.



a. You _____ the vision. Vision is the product of purpose

CAPTURE

b. You _____ the vision. Vision is the source of true leadership.

CAST

c. You _____ the vision. Vision is detailed, customized, distinctive, unique and reasonable.

CONCRETIZE

d. You _____ the vision.

Vision **COMMISSION**

empowers people to action.



Question 1

***Does your vision
include mentoring?***



II. WHAT IS MENTORING?

- a. Mentoring is a **relational** experience through which one person **empowers** another by **sharing resources**.
- b. Mentoring is more process than content oriented.
- c. Mentoring is a positive dynamic that enables people to develop potential.
- d. The aim of mentoring is to facilitate self-development.
- e. Mentoring can reduce the probability of leadership failure, provide needed accountability, and empowers a responsive person.

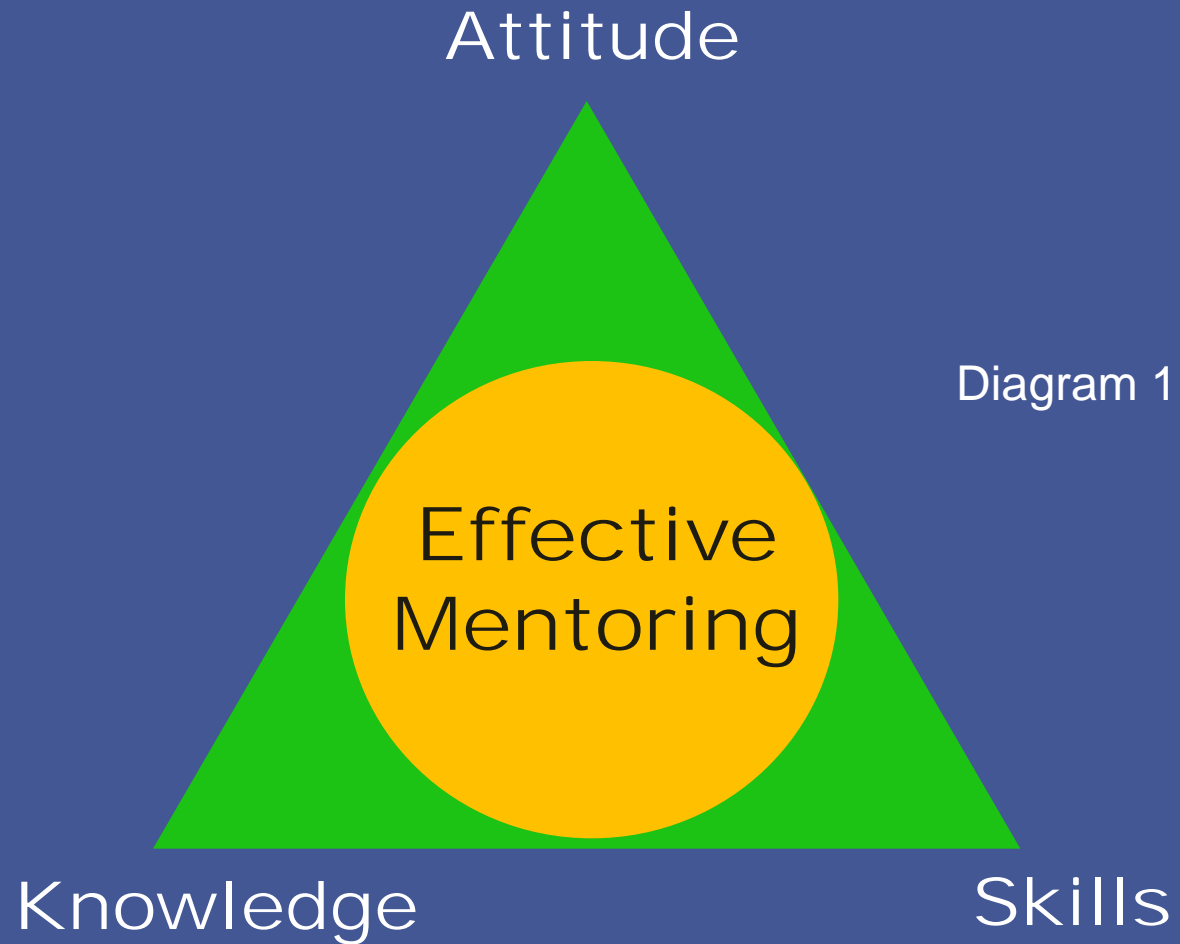


2. WHO CAN BE A MENTOR?

- a. **ANYONE** can be a mentor, provided he has learned something and is willing to share with others what he has learned.
- b. Mentors are valued for their breath of experience.
- c. Mentors are often more senior in age and position.
- d. The mentor is a resource and a support as the individual moves towards their own aspirations.



The keys to effective mentoring are depicted in the following model:



Effective mentoring model



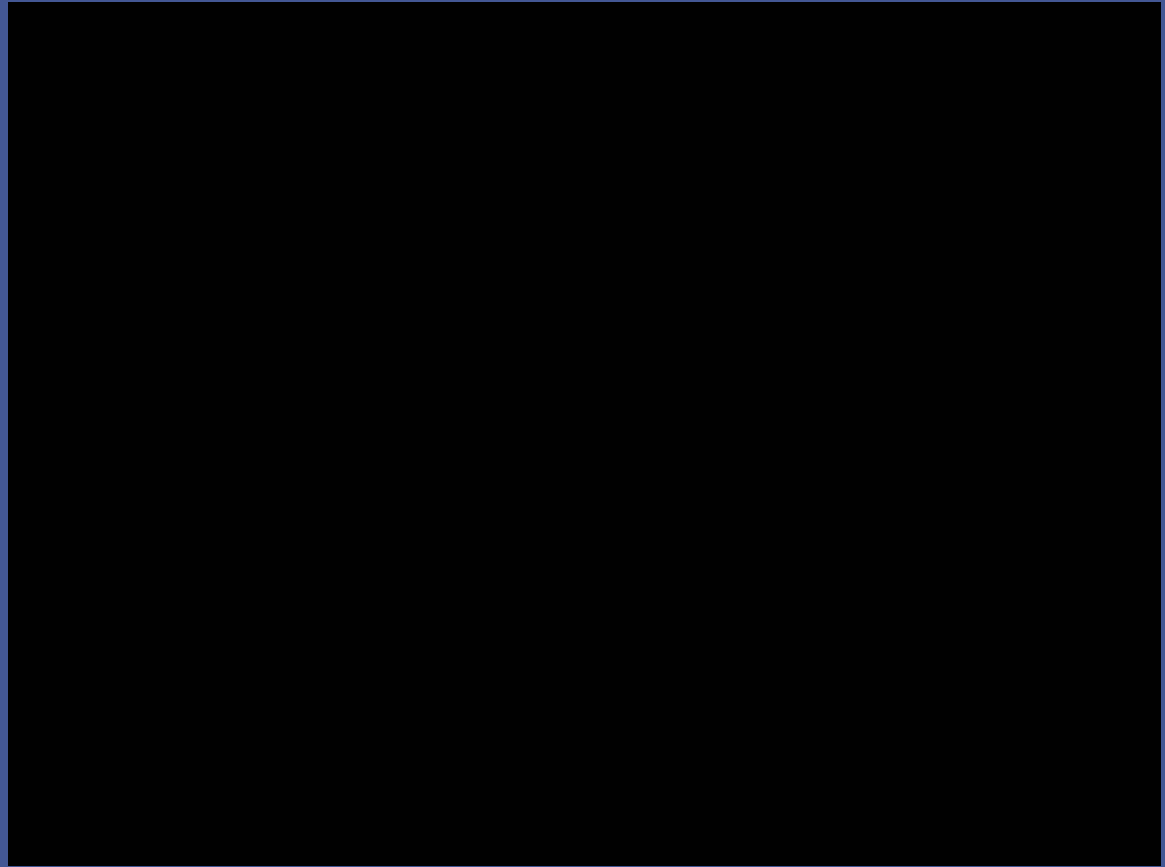
“Christian workers need relationships that will mentor us, peers who will co-mentor us, and people that we are mentoring, this will help ensure a balanced and healthy perspective on life and ministry.”

(Robert Clinton)



C. 5 REASONS FOR MENTORING

1. It is BIBLICAL
2. Jesus COMMANDED it
3. Jesus MODELED it
4. Powerful vehicle for TRUTH
5. Effective LEADERSHIP approach



Derek Redman



D. 4 MYTHS IN MENTORING

1. You can have only ONE mentor
2. Mentors must be OLDER
3. I don't NEED one
4. I CAN'T be one



Question 2

List the challenges you foresee in mentoring people?



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SESSION 2

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<http://www.perrythepeacock.com/miami>



SESSION 2

MENTORING COMPETENCIES

“Mentoring is a relational experience through which one person empowers another by sharing God-given resources”

Paul Stanley & Robert Clinton



I. BRINGING ABOUT CHANGE

1. Changing BEHAVIOR of people is very hard.
2. The goal of mentoring is LIFE CHANGE
It is imperative for us to understand how change is best fostered in our mentee.
3. Life change will happen more permanently when you:
 - Help them through KNOWING
 - Help them by SHOWING
 - Help them to get GOING
 - Help them see they are GROWING



THE CHANGE PROCESS

So the process to follow to bring about transformation in your mentee is:

- We discuss it
- I do it, you watch
- We do it together
- You do it I watch
- We debrief
- You repeat the process with someone else

2. EMPOWERING AND CHANGE

a. Empowering is one of the keys to

transforming people.

b. To empower simply means to give your
_____ **power** to someone else.

c. Empowered mentees usually emerge only

when someone has _____ **intentionally** _____

walked alongside them, investing in
them,

and developing them through
demonstration and **application**
_____ and _____.





- d. One who empowers has made a commitment to a person and a purpose that results in an all round growth in that person.
- e. Empowering results in the following benefits for the mentee:

CONFIDENCE

COMPETENCE

CHARACTER

CHANGE AGENT



**EVERY GREAT MOVEMENT HAS
BEEN SUSTAINED BY TWO
MEANS:**

1. The truths of the institution were committed to paper.
2. The original leaders mentored a second generation.



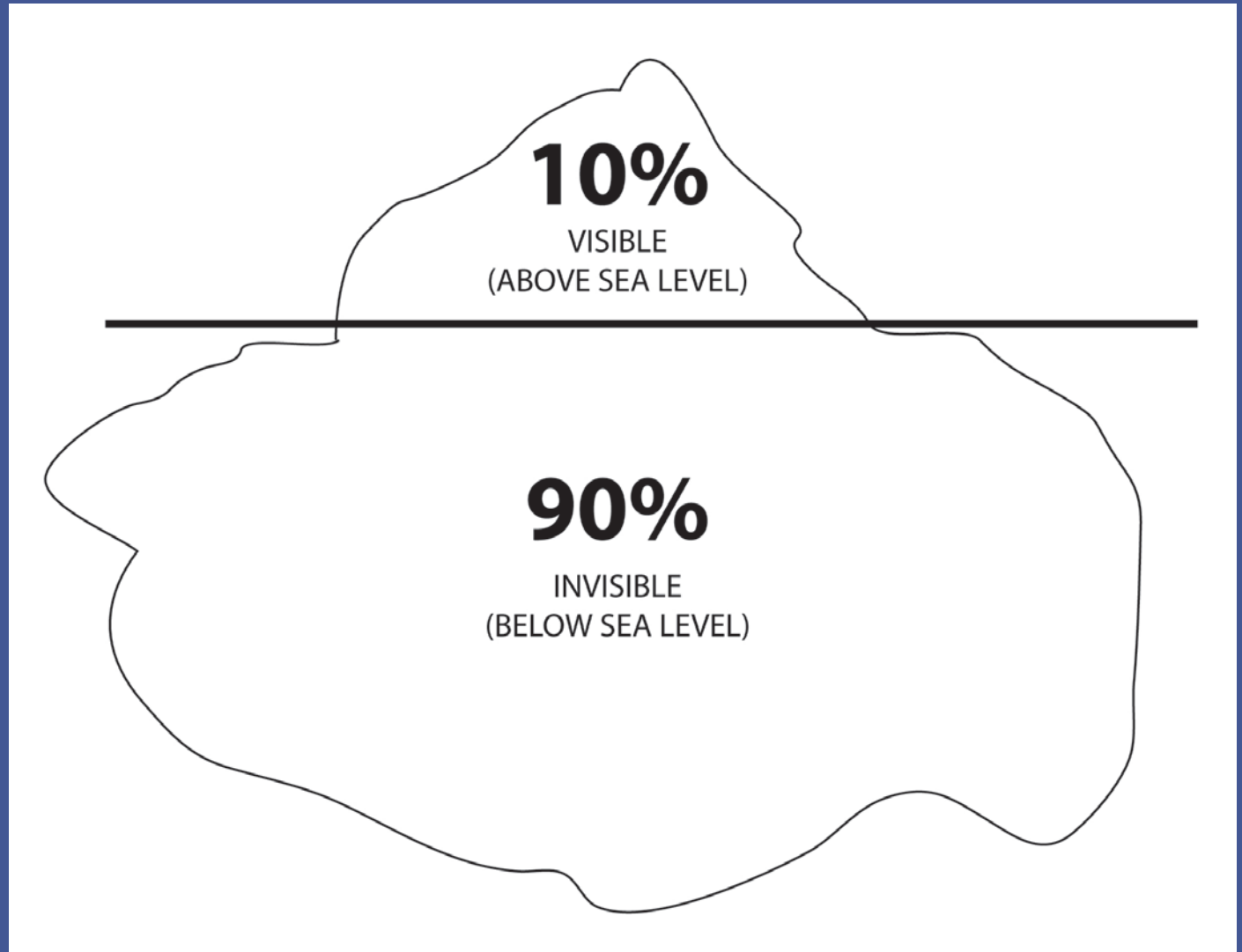
**THE BOTTOM LINE IN MENTORING
IS THE REPRODUCTION OF A DISCIPLE**

**SUCCESS WITHOUT SUCCESSOR
IS A FAILURE**



II. CHARACTER OF GOOD MENTORS

Iceberg Principle





1. SELF DISCIPLINE

The ability to do what is right even if you don't feel like it.

2. CORE VALUES

Principles you live by that enable you to take a moral stand.

3. SENSE OF IDENTITY

A realistic self-image

4. EMOTIONAL SECURITY

The capacity to be emotionally stable and consistent.



III. MENTORING COMPETENCIES

Self Assessment Survey
(Please find survey attached)



IV. HOW DO I FIND A MENTEE

When you are ready to invest your life in someone else, the first question you will face is **WHO?**

1. In whom should I regularly make deposits?
2. How will I know if I have chosen someone wisely?
3. Is there some kind of guide lines that can help me make this decision?



The qualities to look for in mentees can be summarized in the acrostic : **FAITH**

- **F – FAITHFUL** – Is this person faithful to commitments he/she has made?
- **A – AVAILABLE** – Does this person have the time, and do they make themselves available to growth opportunities as a priority?
- **I – INITIATIVE** – Do they show initiative in their desire to grow? Are they willing to take the first step without someone ‘holding their hands’?
- **T – TEACHABLE** – Is this person willing and able to learn new truths? Are they open to change? Do they exhibit a ‘soft’ or a ‘stubborn’ heart? Will they learn from you?
- **H – HUNGRY** – Does this person has a passion to grow? Do they have the hunger for learning? Is there a need for mentoring?



A person who meets most
of the **F.A.I.T.H** criteria
will be a good mentee.



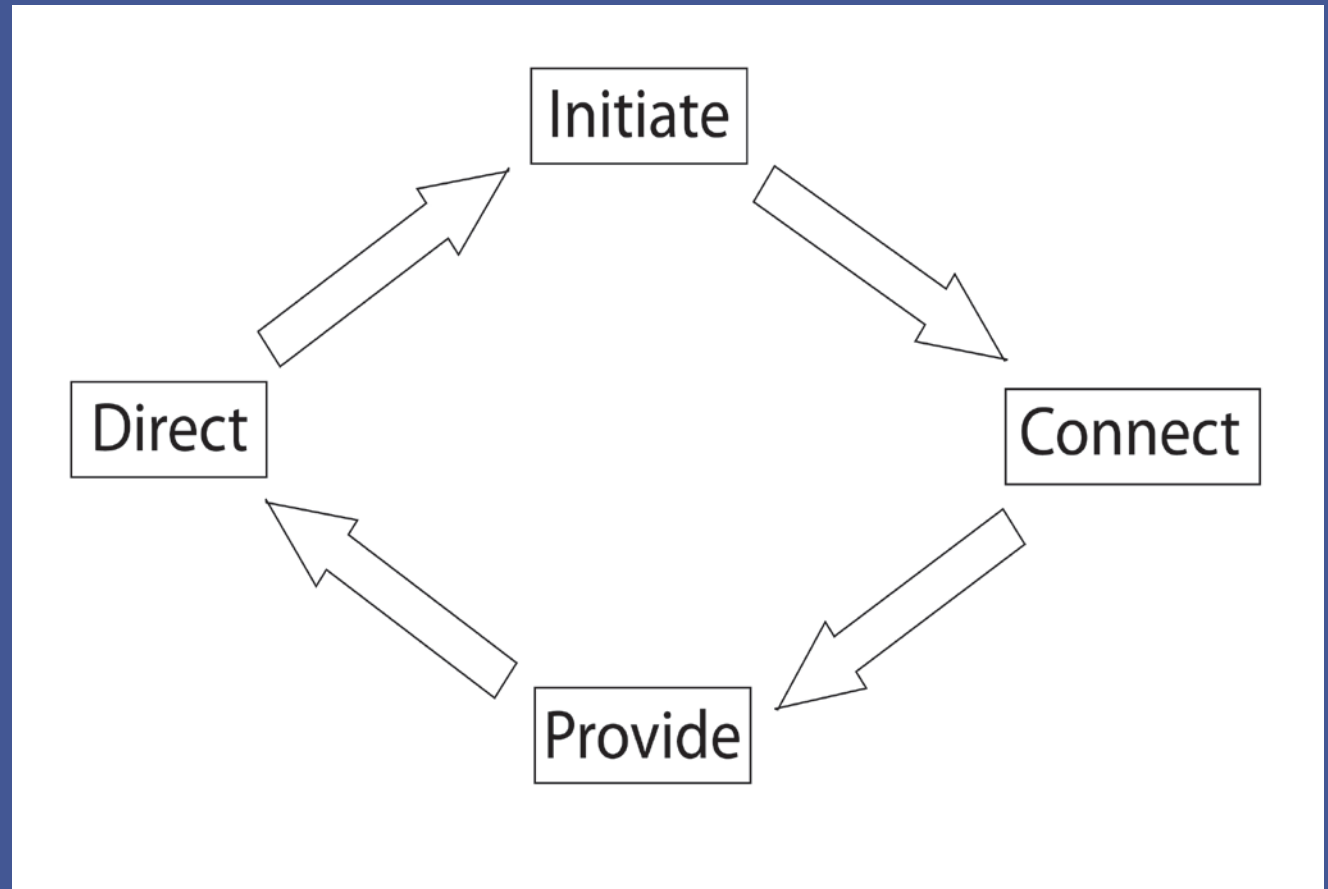
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I. THE MENTORING PROCESS

The mentoring process involves the following 4 stages:





There is a “hosts” and a “guests” relationship between a mentor and a mentee.

- A. INITIATE (the mentee becomes responsive)
- B. CONNECT (mentee becomes comfortable)
- C. PROVIDE (the mentee becomes satisfied)
- D. DIRECT (the mentee receive guidance)

A close-up photograph of a person's hand holding a small green seedling with two leaves, growing out of a mound of dark brown soil. The background is a soft, out-of-focus light green.

MENTORING PROCESS

A. INITIATE

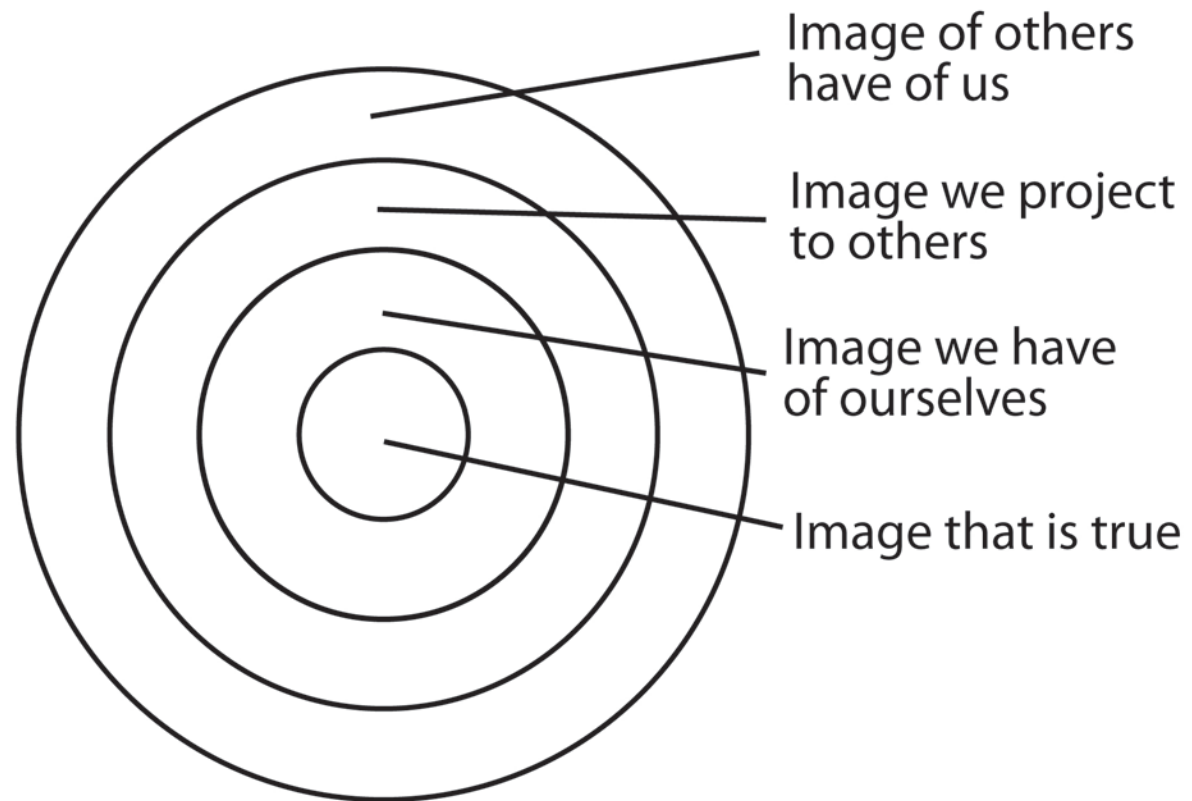
Express your intent to help the mentee in his/her quest for success. Success is defined by the mentee.

Express how positive you are about the mentee's potential.

Express your interest in a long-term relationship with the mentee.

2. CONNECT

- ❖ **Known Strength – Own & Mentee**
Each of us carries 4 images.



A close-up photograph of a person's hand holding a small green seedling with two leaves, growing out of a mound of dark brown soil. The background is a soft, out-of-focus light green.

3. PROVIDE

This is the stage where you add value to your mentee by understanding his/her expectations from the mentoring relationship and creating a roadmap to fulfilling those expectations.

Here, you use the skills of seeking information and giving information.

You also help the mentee prioritize tasks and draw up an action plan for improvement.



Quincy Jones & Michael Jackson

A circular inset image in the top left corner shows a person's hand holding a small green seedling with two leaves, growing out of a mound of dark brown soil. The background of the slide is a solid blue color with a vertical green bar on the left side.

4. DIRECT

In this phase you give direction to the mentoring relationship by monitoring progress, celebrating successes and re-plan based on learning from mistakes.

- ❖ Monitor progress as per plan
- ❖ Celebrate successes
- ❖ Learn from mistakes
- ❖ Re-plan
- ❖ Maintain Momentum