



Global Mentors Newsletter #1 - October 2022

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MESSAGE FROM MENTORING DEVELOPMENT COMMITTEE

Sat Nam Dear Mentors and Mentors in Training.

In our efforts to **support your process** as mentors in the ATA, connected to our **purpose of facilitating a sharing and connecting space between mentors around the world**, we start this exclusive communication for global mentors. This newsletter will be sent every couple of months and our hope is to build a space to **be together, to learn and inspire each other**.

We would like to welcome you first with a deep and inspiring quote by Gurucharan Singh (Clearmont) from our first Mentoring Gathering:

" Even when well trained, well-practiced, devoted and committed, every teacher is different; every mentor is different, every mentee is different. There are ways in which we are the same, or at least similar, but, no mentee will ever become their mentor; no student will become their teacher. The best we can hope for is that we all bring all of who we are into the relationship. We all bring our gifts and our challenges. We are also

in a relationship with the Divine. When we feel safe, and are open, She can flow freely through us. "

NEW TOOLS FOR ASSESSMENT BETWEEN MENTORS AND MENTEES

The Mentoring Development Committee created two new tools to foster authentic assessments from each perspective between Mentors and Mentees. These tools were adapted from the Indiana University School of Medicine. We recommend that they be used annually.

IMPORTANT! This is the first time for Mentees to give feedback to Mentors and is part of an important change of culture in the Mentor-Mentee relationship.

Be sure to give us feedback about these new tools.

Mentee's Feedback Form to Mentor

Mentor (MnT) Feedback form to Mentees

HOT TOPIC OF THE MONTH FOR THE MENTOR'S SUTRA CIRCLE

*How do you create space for your Mentees to evaluate your role as Mentor?
Do you have any specific tools for that to Share?
Do you have a situation or example that can enrich this conversation?*

This discussion can be found on the [private Mentor's Space on Sutra](#). Please, click the link below and **contribute to our collective wisdom as Mentors.**

GO to SUTRA and share your thoughts!

IMPLEMENTATION OF PROPOSALS 1 & 2 APPROVED AT 2021 TTEC

KRI's Professional Development Committee is working on the implementation of the two proposals approved at TTEC in 2021. These proposals are regarding the simplification of the ATA documentation and the new L1 pathway.

Many of these documents and processes will directly impact your work as Mentors so we want you to **experience it firsthand and give us your feedback.**

NEW this month! Check out the **NEW VERSION of the Individual Development Plan!**

Please remember to share this new version with your mentees the next time they need to update theirs.

NEW IDP

MENTORING SUPPORT GROUPS SECTION

The new Mentoring Development Program is based on peer groups across the globe.

While the members of some peer groups may be from a common culture, we would like to offer here a forum to share ideas and activities, creating a space to interact with other groups, expanding everyone's awareness of what is possible.

Below are some interesting suggestions that one of the groups sent to us through the Feedback form:

- Spend a bit of time at the beginning (ideally at the first or second meeting) to organize time, space, topics. Then, future meetings can go smoothly, focused and enjoyable.
- Knowing the meeting topic in advance, for example, each of us arrives prepared and the sharing becomes very interesting.
- Create a common file where all members can write what has been talked about, what has been decided, important reflections/ideas that have emerged from the meeting. A sort of logbook. Very helpful.
- At the same time, be ready for something unexpected :-)

THE MENTORING COACHS' CORNER

A "**Mentoring Coach**" is a new role in the Academy, different from the role of a Mentor.

They support the Mentors in Training (MnTs) in the process of identifying their strengths and needs. Together they establish goals, and co-create a plan to work toward attaining those goals.

We welcome you to READ the full description of this role and some words from Gurucharan Singh, from the last Global Mentors meeting.

Mentoring Coach Roles and Responsibilities

"As a mentoring coach, you are working with an experienced ATA trainer at the level of professional or Lead. Your job is not so much to train them or to give them information, or to hold them to an external standard, but more to support their unfolding, to help them embrace their new role as a mentor. This is more a relationship of peers.

I will honor both our similarities and our differences.

I will honor agreements, and expect you to do the same.

I will find compassion when you are challenged by time and space and personal circumstances.

I will share with you what I have found to be a value as a mentor, and as a mentee.

I will respectfully challenge you when necessary.

I will not be perfect, nor will I expect you to be perfect when we are working together.

I will listen carefully to what you say.

I will ask questions when I need clarification.

When helpful, I will share how I am impacted by your words.

When unable to provide what you need, I will be direct and clear.

I appreciate your time and commitment to the shared process.

My goal is to be a value to those who will follow us in care."

Some helpful Links:

[Mentoring Resources Library](#)

[Contact the Mentoring Program Administrator Dev Atma Kaur](#)

[Mentoring Development Program Checklist](#)

[ALL MDP documents](#)

[FEEDBACK form for Mentoring Support Groups](#)



This channel is just for ATA trainers! Keep in mind that if you [unsubscribe](#) you will no longer receive Trainer updates and important ATA communication.

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