



Concept and Practice of Mentoring

Mentorship in Homeopathy

What's in the Box



What is mentoring?



Who is a "Good Mentor"



Modus Operandi



Establishing a good mentoring relationship



Reverse Mentoring



Outcomes for successful mentoring partnerships

Overall Objectives

- To understand the benefits of Mentoring; to the strengthen homeopathy
- To facilitate the creation of successful relationships between Mentors and Mentees
- To provide guidance and support that ensures Mentors and Mentees benefit from the process
- To evaluate the effectiveness of the mentorship, for future delivery

What is mentoring and how is it different to teaching?

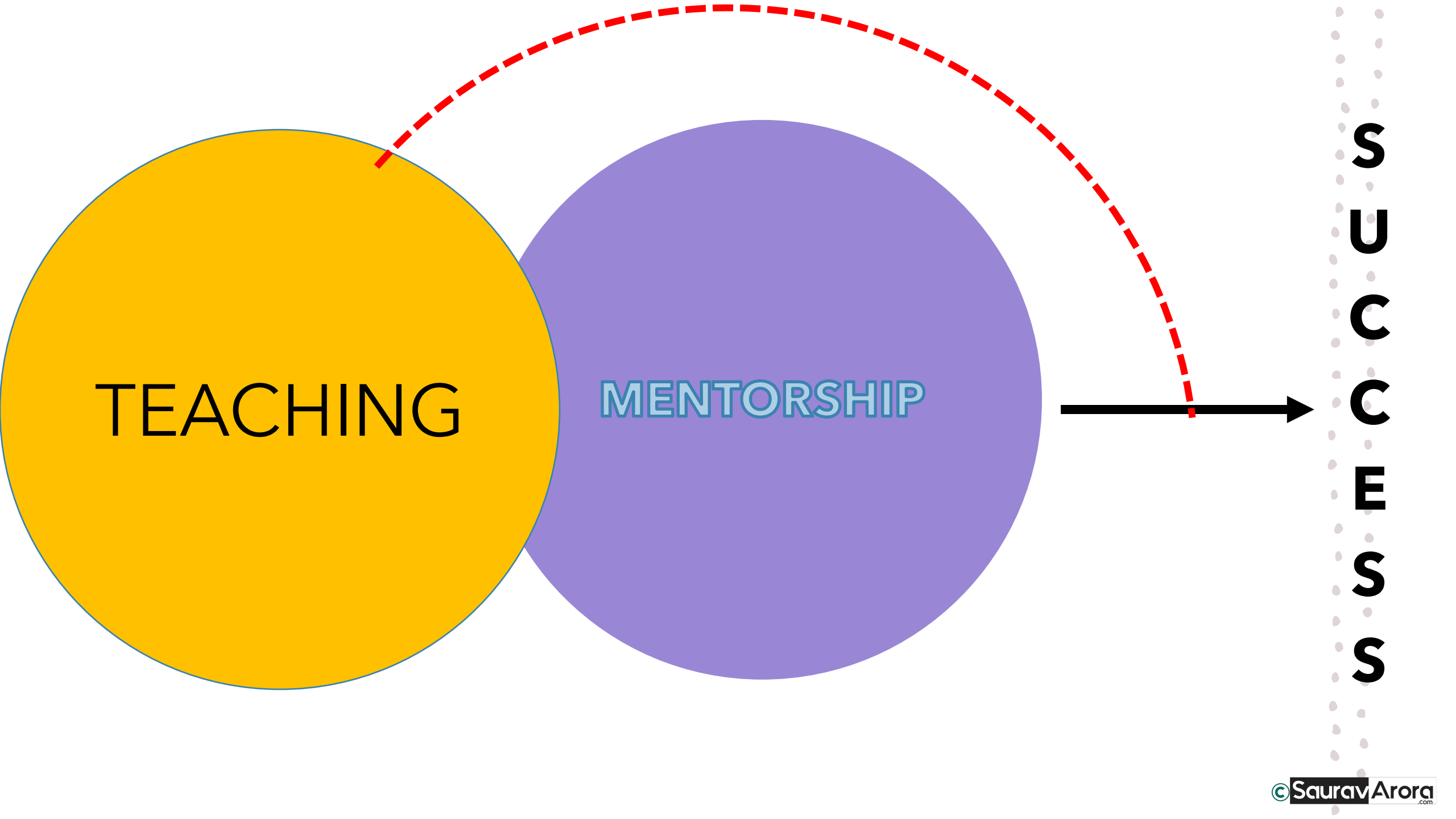
Mentoring

- Guiding and assisting by giving advice based on the mentors' experience
- Usually provided by someone more senior who knows the organisation/role
- A more informal approach
- Objectives and outcomes desirable but not essential

What is mentoring and how is it different to coaching?

Teaching

- Helping someone to find solutions through the educational material, own experiences, formal trainings
- Advice is given and the problems are solved by the teachers in a formal way
- A structured approach with defined outcomes (e.g completion of syllabus)



The qualities of a good mentor

- Committed to mentoring



The qualities of a good mentor

Approachable



The qualities of a good mentor

**POSITIVE BUT CAN
BE "CRITICAL"**



The qualities of a good mentor

Non-judgemental
but "Corrective"



The qualities of a good mentor

Supportive - offers to review work, suggests useful contacts and leads



The qualities of a good mentor

Constructive - suggests things that may have helped in the past



The qualities of a good mentor

**WILLING TO LEARN -
REVERSE MENTORING**



The skills of a good mentor

**RELATIONSHIP
BUILDING &
COMMUNICATION
SKILLS**



The skills of a good mentor

- Inspires trust
- Good listening skills
- Asks questions and gives advice
- Good role model
- A good motivator

*The skills of a good
mentor*

BROADENING THE HORIZON

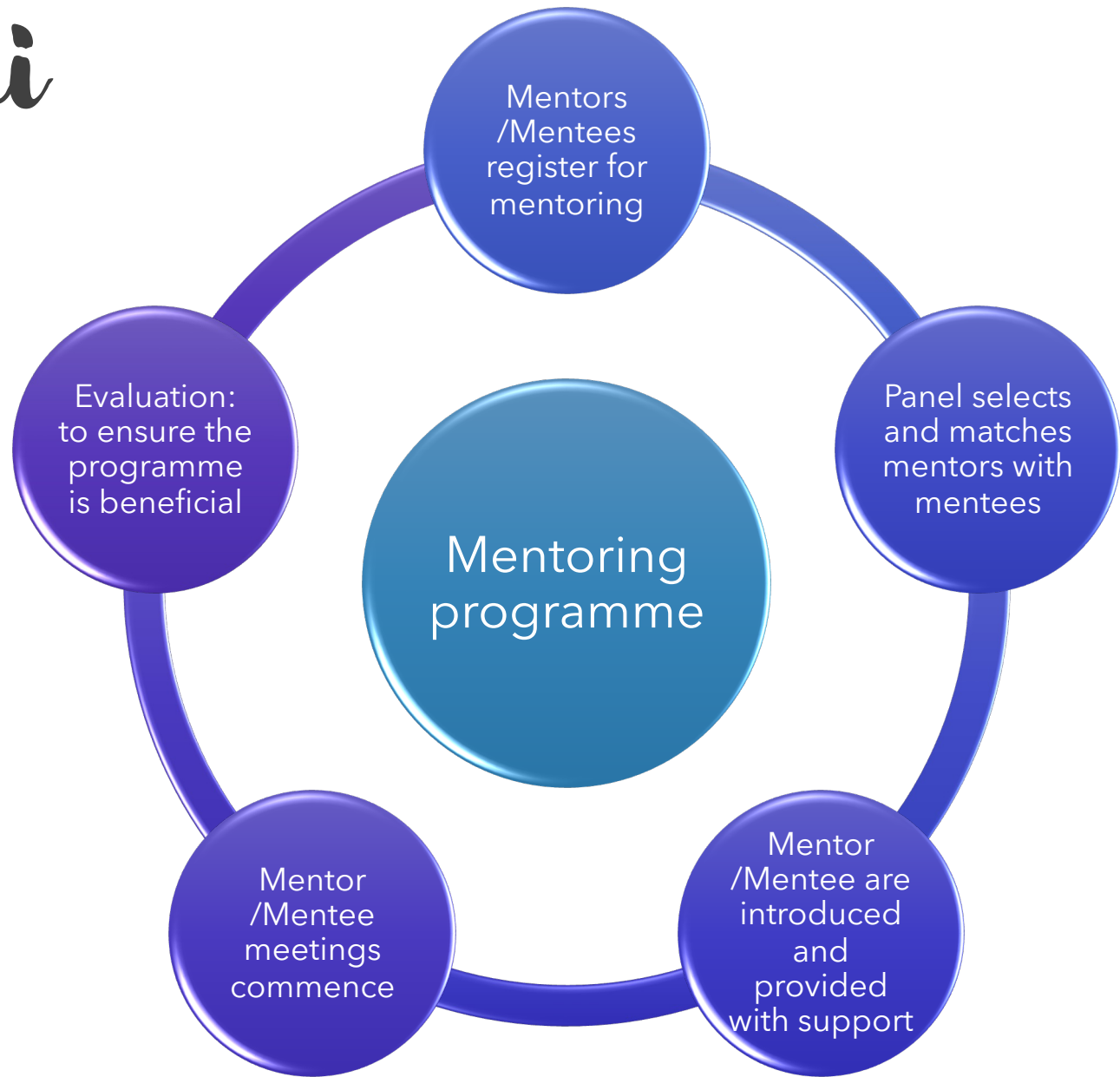


The skills of a good mentor

- Encourages the mentee to bring topics to the table
- Facilitates focus on long-term professional development
- Explores wider range of alternatives with mentee to aid decision making

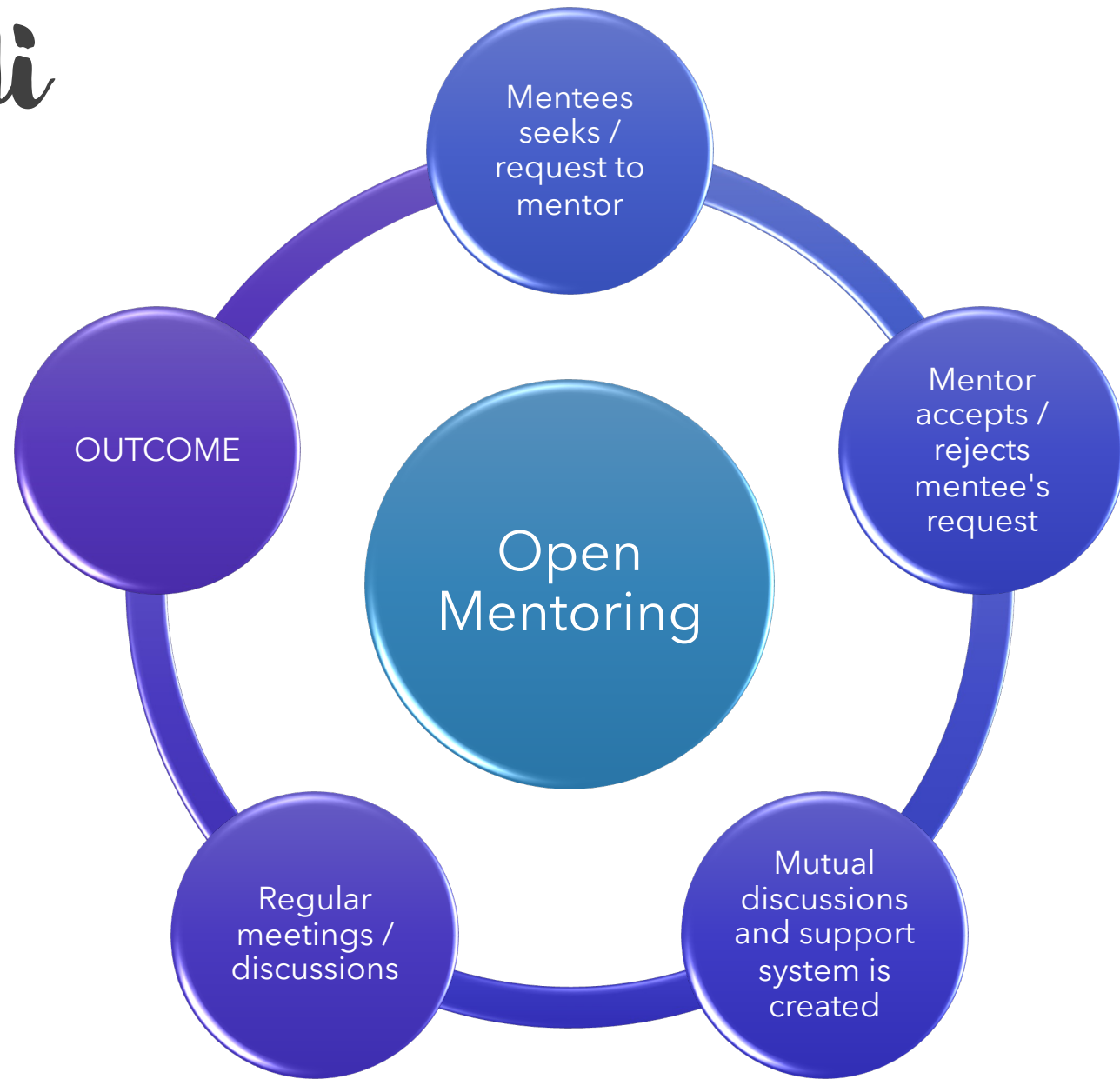
Modus Operandi

Organizational mentorship



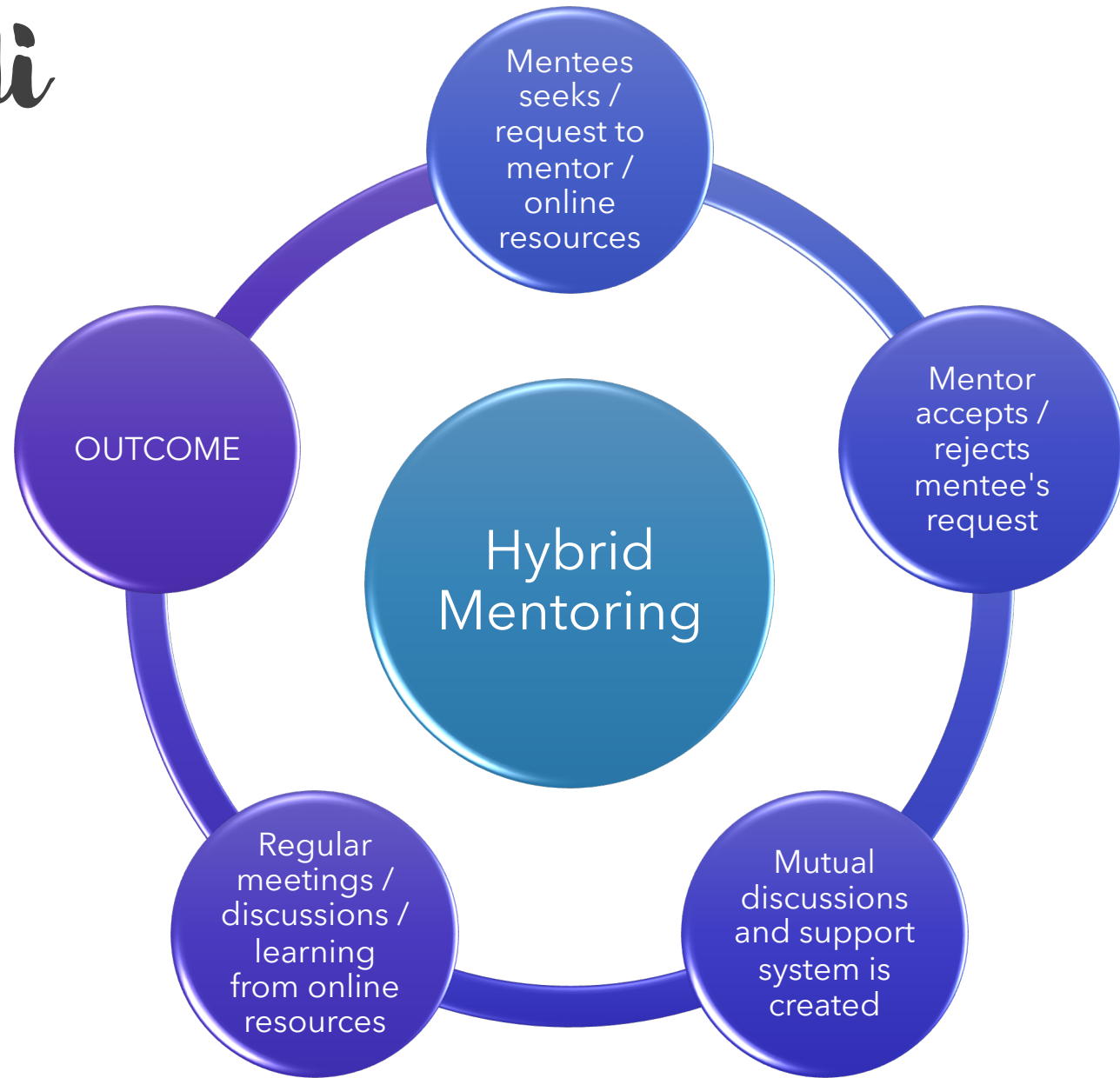
Modus Operandi

Open mentorship



Modus Operandi

Hybrid mentorship



Establishing a working insight and ground rules?

- Understanding the need and objectives of mentorship
- Learning what it is not about
- Identification of topics / areas of interest (and not outcome)
- Setting expectations



Establishing a working insight and ground rules?

- Formulation of templates / rules (according to type of mentorship)
- Understanding boundaries and responsibilities
- Understanding conflicts of interest



Common pitfalls

Mentoring process:

- Talking too much or too less - Talk relevant
- No defined end point/periodic review
- Irregular and postponed meetings
- Confusion of roles

Common pitfalls

Ignoring ground rules:

- Being indiscreet
- Not questioning: is it working?
- Avoiding terminating the relationship, should it become "toxic"?



Common pitfalls

Mentoring context:

- Cultural differences
- Virtual mentoring: finding the right technology



Reverse Mentoring

Outcomes

For Mentors

- Gain insights
- Satisfaction in sharing expertise with others
- Re-energizes their own career
- Learns more about other areas of the organization



Outcomes

For Mentors and Mentees

- Enhances professional development
- Creating a mentoring culture promotes individual's as well as organizational growth
- Better transfer of knowledge
- Helps in building strategies

The New Age Mentoring

In increasing complexity of today's world, the mentorship is also going complex.



The New Age Mentoring

**MAJORITY OF THE TIME WE SEEK
MENTORSHIP AS A SHORT CUT TO
SUCCESS**

The New Age Mentoring

Take mentorship to
learn the art and not
an alternative to
success



Domains of Homeopathy

Academics

Clinical subjects

Allied Medical subjects

Philosophy

Pharmacy



Domains of Homeopathy

Research

- Clinical research
- Fundamental research
- Literary research

Domains of Homeopathy

ADMINISTRATION

Lets get things going...
Choose a Mentor, Be a good
mentee....and..
Do it!....

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