

Youth in Landscapes Initiative/Global Landscapes Forum event-based long-term mentoring program

Design Sprint Workshop

Philosophy behind the workshop

At its core, “mentoring” is about a “supportive relationship”. These relationships are unique to every mentoring pair; mentees have different needs, mentors have different things they can offer, and everyone has a different way of interacting and communicating with others. This workshop used a modified “Design Sprint” approach to guide mentoring pairs through the process of designing their own personalised approach to a mentoring program based on an understanding of their own needs, motivations and capacities.

Time	Agenda item	Summary
9.30 - 9.40 am	Welcome and introduction What is mentoring Purpose of the workshop	Introducing the background and philosophy of the Youth in Landscapes Initiative mentoring programs at the Global Landscapes Forum At its core, mentoring is about actively supporting someone else’s learning and development No one approach to mentoring. The first step before designing a program is about identifying and understanding what kind of supportive relationship you need and can provide, then designing an approach to allow you to develop this over the 12 months of this program.
9.40 - 9.50 am	Ice-breaker: Modified “I like, I wish, I wonder”	Aims: <ul style="list-style-type: none"> - I like: to share and get to know each other as a group - I wish: to start thinking about our goals and needs - I wonder: envisioning possibilities and opportunities
9.50-11am	Modified Design Sprint - each mentor and mentee pair working together	
9.50 - 10.10 am	Interviewing - using modified version of the “Gift Giving Experience” worksheet	Round 1: Mentors “interview” your mentees, asking mentees to share an experience of a time when they’ve received support in a professional context (5 mins). Mentees then interview your mentor about a time they have given support in a professional context.

		<ul style="list-style-type: none"> - Focus on the <i>experience</i> of giving or receiving support - What made this memorable, meaningful, or valuable? - Take notes, then summarise what you learned back to your mentor/mentee <p>Round 2: Dig deeper Mentors interview your mentee (5 mins), then mentee interview your mentor (5 mins).</p> <ul style="list-style-type: none"> - What stood out from the first interview? - What do you want to know more about? - Focus on understanding the emotions, motivations and drivers of these experiences
10.10 - 10.15 am	Capture findings	<p>Work individually to reflect on your mentor's/mentee's responses from the interview, and summarise the key findings.</p> <p>Identify:</p> <ul style="list-style-type: none"> - Needs: what the other wants from a mentoring relationship and experience. <i>Note: this is different to program "goals". Needs relates to what they need at a personal level to provide support, or feel supported</i> - Insights: what you understood from discussions with your mentor/mentee. This can be something you sensed or interpreted from their responses - they don't have to have said it directly!
10.15 - 10.20 am	Identify the "problem"	<p>Work individually to write a "problem statement" for your mentee/mentor (5 mins). This should capture their needs and should clearly capture the findings summarised above.</p>
10.20 - 10.25 am	Sketch solutions	<p>Work individually to draw possible "solutions" to the problem they identified for your mentee/mentor</p>
10.25 - 10.35 am	Share and capture insights	<p>Share and reflect on these problem statements and solutions with your mentor/mentee (5 mins each)</p>
10.35 - 10.50	"Prototype" - how to make these solutions a reality	<p>Work together as a pair to discuss and decide key questions relating to how you will approach mentoring. E.g.</p>

		<ul style="list-style-type: none"> - What do we need from each other in order to provide and accept support? - How will we communicate with each other? How often? - How will we motivate each other? - What resources will be required? - How will we reflect on and record our progress?
10.50 - 11 am	Group share and wrap up	<p>As a workshop group, share key outcomes and learnings. Discuss as a group how you can support one another - not just within mentoring pairs.</p> <p>Next steps:</p> <ul style="list-style-type: none"> - Workshop evaluation - Mentoring agreement: to be completed by each pair, together - First quarter check in

Tips for interviewing

- Ask “why”
- Encourage stories
- Don’t suggest answers to questions
- Ask questions neutrally - try to avoid putting your own perspective or an expected answer into the question
- Ask “open” questions (not “yes/no” questions)
- Capture information and dig deeper
 - Not just what your partner says, but insights into what they might be feeling or thinking
 - What actions or behaviours did you notice?
 - What does this tell you?

Resources

Available from Stanford D-school Design thinking:

<https://dschool.stanford.edu/resources/gear-up-how-to-kick-off-a-crash-course>