

TYPES OF MENTORING

In recent years, the typical approach of having a single senior mentor teach a single younger mentee has given way to a variety of additional methods for development.

These include:

2-Way mentoring A mentor serves as both teacher and learner to help the mentee meet organizational objectives that require understanding about the unwritten “rules of the game” and how things get accomplished in the company.

Peer mentoring Peers mentor each other, typically in a technical subject area.

Group mentoring A group of individuals engages in a mentoring relationship to achieve specific learning goals. There are many ways to approach group mentoring. Three of the most popular are facilitated group mentoring, peer-group mentoring, and team mentoring.

- **Facilitated group mentoring** A group of individuals shares a mentor or mentors. The facilitator asks questions to ensure a meaningful conversation; shares personal experiences, provides feedback, and serves as a sounding board.
- **Peer-group mentoring** Peers with similar learning needs are brought together. The group is self-directed and self-managed, and sets its own learning agenda so that everyone benefits from the others’ knowledge, expertise, and experience.
- **Team mentoring** Together, the individuals on a team articulate common goals and work with one or more mentors, who guide them through a deliberate process to facilitate their learning.

Reverse mentoring In this new and rapidly evolving type of mentoring, a senior person is mentored by a junior person. The mentee becomes the mentor, bringing an element of reciprocity into the relationship.

Source

The Conference Board 2008. *Bridging the Gaps: How to Transfer Knowledge in Today’s Multigenerational Workplace.*