

Mentoring for Effective Nature Conservation (MENC)

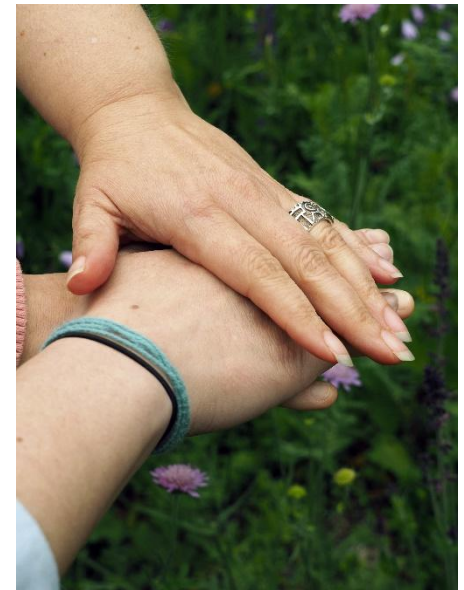
Information and Q&A Session

22 September 2026



Why are we here?

- Legacy of MAVA Foundation / MAVA Leaders for Nature Academy → leadership development and personal growth by mentoring
- Cooperation with The Human Edge
- More than 50 mentoring pairs in 4 cohorts since 2022 → **5th round 2026/2027**

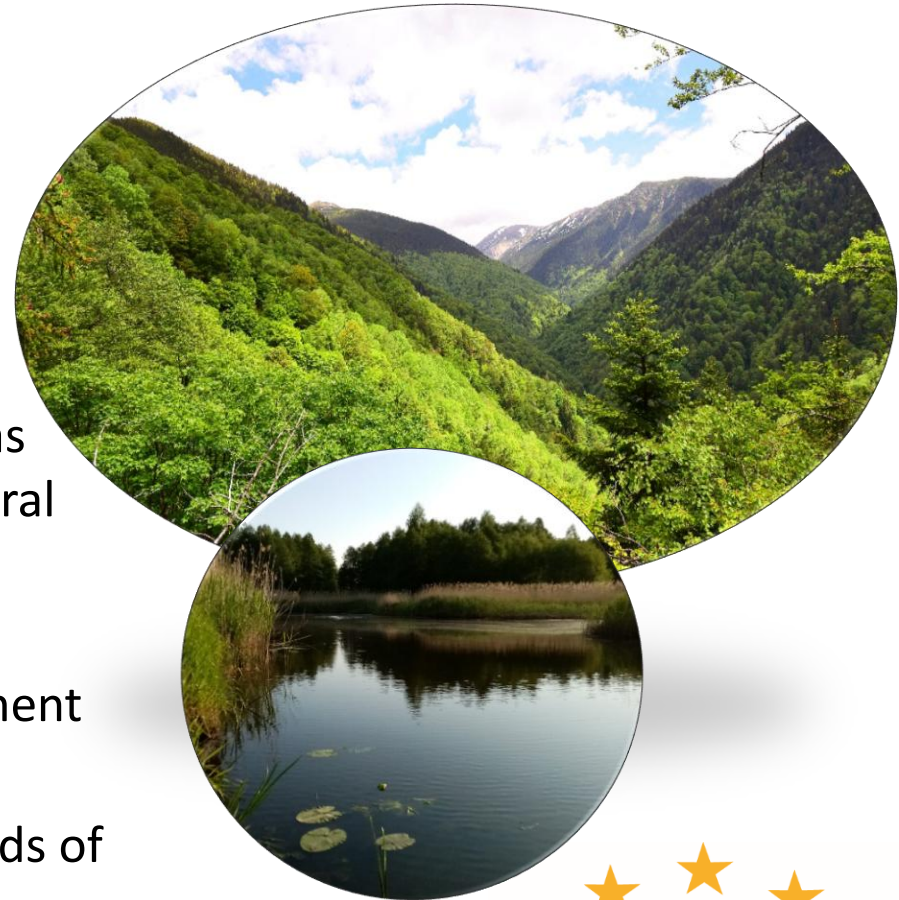


Objectives:

- Individual growth and self-development of staff members of nature conservation organizations and people active in the sector
- Increasing trust among people, organisations and institutions and strengthen their collaboration
- Strong and effective network working for nature conservation

About EuroNatur

- Protection of large-scale natural as well as ecologically valuable cultural landscapes in Europe
- Protection of wildlife, but also for ecologically sustainable development of the region
- Long-term projects, involving needs of local people
- Cooperation with local partner organisations



About The Human Edge

- human-centred learning and development of initiatives and programmes
- mentoring and coaching expertise → equipping people with tools, approaches and skills to overcome challenges, build stronger relationships, steer organisations forward and achieve greater impact

**The
Human
Edge**

What is Mentoring?

- Focused on **empowerment** of the mentee's core; growth, leadership & behaviours
- trust-based relationship
- Mentor **supports & challenges** mentee to enhance confidence, motivation & build resilience
- Mentor guides the mentee to find their own answers
- Mentor receives no payment, purely **voluntary**
- **2-way** value flow
- Intergenerational; new perspectives

To support and encourage people to manage their own learning in order that they may maximize their potential, develop their skills, improve their performance and become the person they want to be.
(Parsloe, 2000)

	Training	Consulting	Coaching	Counselling	Mentoring
Value Added	Specific skills & knowledge, curriculum, structured	Expertise, tangible output, solutions offered	Structured questioning, listening, accountability	Making sense of the past	Guiding, inspiring, empowering, sharing perspectives & experience
Who leads?	Trainer	Consultant	Coach	Counsellor / Therapist	Mentee supported by mentor
Type of relationship	Vertical, professional, one-way	One-way/ professional & formal	Professional, formal, contracted	Professional/ specialist	Informal, peer-to-peer, two-way
Duration	Short-term/ specific	Short-term/ specific	Short/ Medium-term	Medium/ Long term	Medium/ Long term
Paid or voluntary	Paid	Paid	Paid	Paid	Voluntary
Key questions asked	What	How to do	How to be & do	Who am I	How to be & why (purpose)

Time commitment

- Application interview between 9 to 20 November 2026
- THE online Foundation Module 'What is mentoring?'
- Mentor training: 6 online sessions of 2 hours in January and February
- Mentee preparation: 3 preparation workshops in January and February
- Relationship building workshop: 2 hours in February
- Getting started workshop: 2 hours in March
- Regular meetings between mentors and mentees (at least one per month)
- Participation in three surveys
- Refresher session in April
- Peer calls for mentors and mentees in June
- Voluntary participation in monthly coffee catch-ups
- Graduation meeting in October

Costs

- Compensation for administrative expenses 200 € → exemption from costs possible

Mentor Training

Become an Effective Mentor!

Objectives:

- Gain mentoring skills
- Deepen your self-awareness to be a better leader and mentor
- Get to know models and tools to use in mentoring

Module 1

Understanding
Mentoring and
Relationships

Module 4

Practicing
Mentoring and
New Tools

Module 2

Practicing
Mentoring and
Giving Feedback

Module 5

Exploring the
Mentor Toolkit

Module 3

Listening and
Asking Effective
Questions

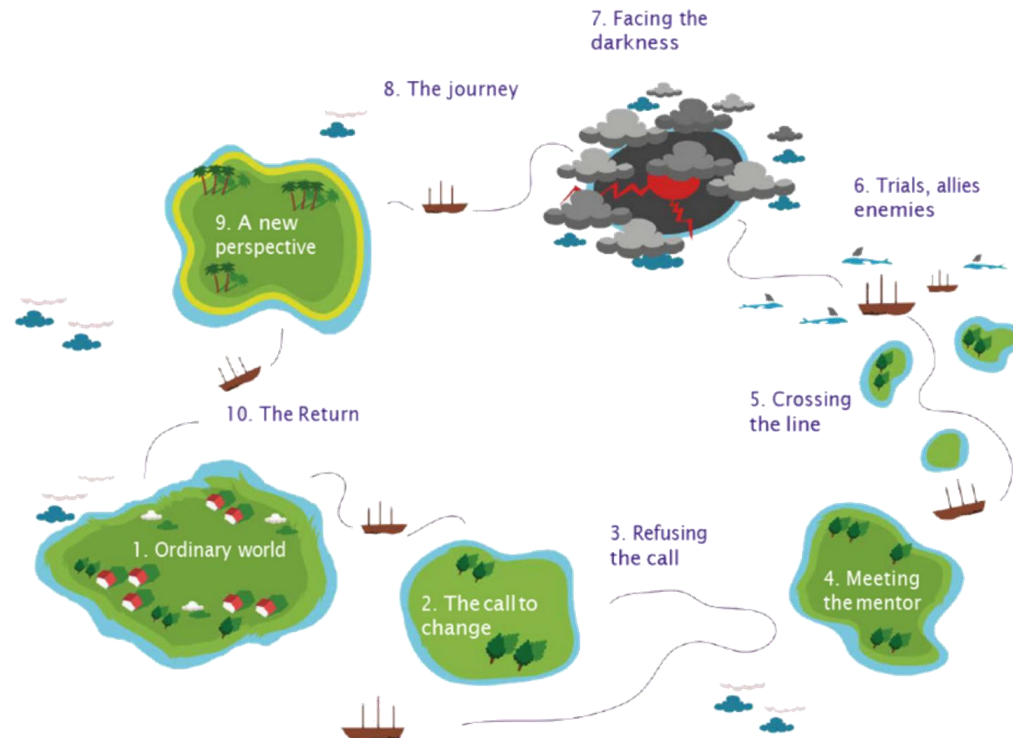
Module 6

Setting up your
Mentoring
Relationship for
Success

Mentee Benefits

A learning journey to:

- Understand your role as a mentee, how you can empower yourself
- Deepen your self-awareness
- Work on your challenges/interferences and find solutions
- Boost in confidence and unlock your potential
- Get exposure to peer experiences and networks in the conservation sector



Who can join?

This programme is mainly intended for employees of nature conservation organisations from Europe and the Mediterranean Basin. Other applications might also be considered.

Interested mentors and mentees need to

- be open-minded
- be ready to learn
- be committed to nature conservation
- have been employed with their organization for at least one year

To apply as a mentor you should

- have good communication skills
- be a good listener
- be able to show real interest in the mentee and their development
- have at least seven years of professional experience

Next steps to join

Apply by 31 October 2026 midnight

Application interviews in November

- Mentor training: 6 sessions between 14 January and 18 February 2027
- Mentee preparation: 3 workshops between 19 January and 09 February 2027
- Relationship building workshop: 24 February 2027
- Getting started workshop: 04 March 2027

Book the dates in your calendars!

For more information and application go to www.euronatur.org/mentoring

Any questions? Contact Leonie and Nadya at mentoring@euronatur.org

” Sometimes progress requires a break, a reassessment and then a return with new strength and purpose. As a mentor, I can give something back by helping others to have similar transformative experiences as I had as a mentee. ”



Lorena Pyze Xhafaj, PPNEA
(Albania)

Some voices from previous cohorts

” Within MENC, I feel accepted with all my rough edges. I find this safe space emotionally empowering. It helps me not to let setbacks or minor issues distract me from my path. ”



Markus Dressnandt, Deputy Head of Communications at EuroNatur, mentor
at MENC
(Germany)

” It was great to be able to organise time in a week to reflect: that is something we rarely have time to do. Just preparing for the sessions with my mentor was so valuable. This is a habit I would like to keep even after our programme ends. ”



Paula Počanić Vovk, Biom, Croatia



We hope to see you soon!