Mentoring for Effective Nature Conservation

Information Session

17 October 2023
Why are we here?

- Legacy of MAVA Foundation / MAVA Leaders for Nature Academy
- Cooperation with Mowgli Mentoring, now The Human Edge
- 1\textsuperscript{st} MENC cohort in 2022, 2\textsuperscript{nd} cohort starting in January 2024
Objectives:

- growth and self-development of staff members of nature conservation organizations
- increase satisfaction of participants with own work and stimulate motivation
- maintain and strengthen network as well as nature conservation sector as mentoring helps to increase trust among people and organisations and strengthens collaboration
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

- formerly Mowgli Mentoring
- 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
What is Mentoring?

- 360 degree long-term trust-based relationship
- Focused on empowerment of the mentee’s core; growth, leadership & behaviours
- Mentor challenges & supports mentee to enhance confidence, motivation & build resilience
- Mentor receives no payment, purely voluntary
- Relationship orientated / peer-to-peer
- 2-way value flow

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

• Mentor training: 6 online sessions of 2 hours in January and February
• Mentee preparation: 3 modules “Making the Most of Mentoring” on e-learning platform with compulsory completion until mid of February
• relationship building workshop: 2 hours in February
• getting started workshop: 2 hours in February
• Regular meetings between mentors and mentees (at least one per month)
• Check-in calls and optional peer meetings
• Final meeting in October 2024

Costs

• Compensation for administrative expenses 150 € → exemption from costs possible
Mentor Training
Become an Effective Mentor!

Objectives:

• Gain mentoring and coaching 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 2
Practicing Mentoring and Giving Feedback

Module 3
Listening and Asking Effective Questions

Module 4
Practicing Mentoring and New Tools

Module 5
Exploring the Mentor Toolkit

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 to be a better leader
- 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

Source: Joseph Campbell
Who can join?

This programme is open for employees of nature conservation organisations from Europe and the Mediterranean Basin.

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 2023 midnight: https://forms.gle/ndXiKvvFuvrMg2SB7
Application interviews end November

• Mentor training: 6 sessions between 11 January and 15 February 2024
• Mentee preparation: 3 online modules until mid February 2024
• Relationship building workshop: 16 February 2024
• Getting started workshop: 29 February 2024

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
Some voices from cohort 1

“I am very grateful that I had this opportunity to meet such extraordinary people who are willing to change the world and make it a better place, starting by developing themselves!”

Konstantinos Perikleous, Terra Cypria, Cyprus

“I am grateful for the opportunity given to be part of this programme. I believe it is essential that programmes like this continue to exist, as they give professionals the support and preparation they need to ensure the conservation of our nature.”

Ledj Seljekaj, PPNEA, Albania

“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, Blom, Croatia
We hope to see you soon!