

Mentoring at TSiBA

We're over 12 years into operation now and our definition of what mentorship still continues to evolve. The classic understanding of mentoring is a trusting, confidential relationship between a senior and experienced person and a less experienced person aimed at promoting the latter's development and advancement within his or her chosen profession or field. In the context of TSiBA, mentors self-select or choose themselves because they demonstrate a commitment to their own continued growth and the TSiBA ethic of 'Pay it Forward'. In this, they serve as role models and opportunity-igniters for our students. Thus, the type of assistance offered and characteristics displayed by mentors at TSiBA includes:

- Dedicates time
- Listens respectfully at all times even in disagreement
- Is honest but not judgmental
- Shares wisdom and learning
- Shares own stories when asked
- Engages with mentee as equal thinkers
- Believes in mentee – sees their wholeness
- Invites mentee into their network

We also strongly believe – this is important – that mentors should also benefit from the relationship with their students. Your thinking may be challenged and extended, your sense of self and of leadership deepened, your own support network enriched through the interaction and relationship with students.

A TSiBA mentor is a professional in a field *other than* mentoring and *need not* have prior experience of mentorship. For the purposes of the TSiBA programme, he/she mentors in a voluntary, not a professional, capacity. TSiBA mentors are not expected to facilitate the internal "psycho-social" aspects of the mentee's growth (we have a resident Student Counsellor for this purpose), however we recognise that some of our mentors have the skills to do and shall do so.

Essentially, our request of you as a mentor is to do two things;

- (i) To role model the capacities and behaviours that support and enable effective relationships
- (ii) To open the students' world of possibilities through providing exposure opportunities

We would like you to focus on and foster the "interpersonal" and external "socio-political" growth of your students and to liaise closely with and revert where necessary to the TSiBA's Student Development Officer regarding issues of a "psycho-social" nature. It is the mentor's professional immersion, perspective and contacts that give mentoring its distinctive character and provide the gist for mentor/ student relationships.

The Framework for Mentorship at TSiBA

There will be two types of mentoring programmes at TSiBA:

- A group (syndicates of 4) mentoring process for Foundation students (HCBA's), and
- A one-on-one mentoring process for Degree students.

As a TSiBA mentor, your commitment entails:

- Syndicate and one-to-one mentors are required to commit to a minimum of 5 hours of face-to-face contact with their syndicate/ student per month. Friday afternoons are specifically set aside for this purpose.
- Outside of Friday afternoons, mentors and students are encouraged to remain in regular contact and meet when it best suits both parties, in which they can discuss the values that the students have explored that week. Students and their mentors will co-create their own activities – cultural outings, social events, business visits, study help etc.
- Attend a minimum of 3 half-day mentorship Development Sessions (beginning with a Mentor Orientation Session in January or February) during the year. These will be held throughout the year. Sessions will include skills building workshops and reflection on mentoring practice and training.
- Attend the 2 Portfolio of Learning (approximately 3 hours long) sessions in June and November
- Attend a minimum of two Intervision sessions for mentors. These are held on the last Thursday of the month from 17:30 to 18:30 from March to November.

In addition, all mentors are requested to:

- Communicate with students via email, sms and phone in-between formal mentorship sessions
- Assist in sourcing internship opportunities

Although mentoring has its challenges, the greatest contribution which a mentor brings to the mentor-mentee relationship teaches students how to build relationships, show resilience and demonstrate commitment to the process. Those mentors who would like to be involved with TSiBA, but just cannot commit to 4 hours a month can become Resource Mentors. They will either be selected by a Syndicate Mentor to co-mentor a group, or will make themselves (and their skills) available to the mentor and mentee community. Every TSiBA mentor will be encouraged to identify the resources they could offer for other mentors to draw on.

In addition to the one-to-one support provided to mentors by TSiBA staff (the Student Development Officer and Student Counselor, in particular) and a regular mentor specific newsletter, a number of recurring events are featured in our annual academic calendar, including:

- Field Days – fun and interactive events that take place on Friday afternoons. These events are open to all who are in TSiBA's 'field'.

- **Intervision Sessions** – regular monthly interactive sessions where mentors meet discuss how they are doing with the programme, what is working as well as what is not. Information is shared about what is happening at TSiBA as well as advice on how to deal with specific issues.

Next Steps

If you would like to participate in TSiBA’s mentorship programme, you are kindly requested to:

1. Complete (in electronic format) the table on the following page and email this to TSiBA’s Student Development Officer, Sonja Hagins, at sonja.hagins@tsiba.org.za as soon as possible. Your answers will constitute your “mentor profile” that will be circulated amongst the students and your fellow mentors.

TSiBA Mentor Profile

Please complete and return this form, together with a photograph of yourself, to Sonja Hagins via email at sonja.hagins@tsiba.org.za

Name:			
Occupation & Organisation:			
Contact number(s):			
Contact email:			
What type of Mentor would you like to be?	Syndicate Mentor to 4 Higher Certificate Students	Mentor to 1 First Year Degree Student	Resource Mentor
Who are you? Please describe yourself in 2 paragraphs max			
What do you hope to gain from being a TSiBA mentor?			
What resources can you offer students, other mentors and staff			



at TSiBA?	
What might constrain you in your role as a mentor?	
Have you mentored at TSiBA before? If so, whom and when...	