

## Šiuolaikinių didaktikų centras (Modern Didactics Centre), Lithuania

### FINAL VERSION OF MENTORS' COACHING / TRAINING PROGRAMME

#### OBJECTIVES OF THE PROGRAMME

- To familiarize the mentor with children and young adults developmental psychology, problems and behavioral difficulties;
- To teach the mentor how to interact with a child or young adult;
- To encourage the mentor to develop as an individual and to accept another child or young adult as an individual;
- To learn to recognize one's positive and negative characteristics and to understand another's positive and negative characteristics;
- To learn how to work together;
- To learn how to solve problems as they arise;
- To analyze situations and possible outcomes;
- To learn how to understand oneself and to evaluate situations, effort and learning results.

#### TARGET GROUP

**Mentors** are volunteers coming from local partners - Holy Cross House and Lentvaris children's day centre Akimirka - who are university students, unemployed and employed people.

Mentors should meet these criteria:

- Must be at least 18;
- Must be mature;
- Must be able to allocate at least four hours a month towards volunteering;
- Must want to work with children;
- Must want to help children who live in a complicated social situation;
- Must not be shy of social realities;
- Must be capable of taking on responsibility;
- Must be eager to share his or her experience;
- Must be able to solve conflicts.

**Mentees** are children aged 10 to 16 from vulnerable family backgrounds: families who receive social assistance, large families; children with learning disabilities and (or) requiring after school activities. Mentees are from Holy Cross House children programme and Lentvaris children's day centre Akimirka.

## **STRUCTURE OF THE MENTOR COACHING PROGRAMME**

**Duration of the training:** four days for 4 hours, 16 hours in total.

**Type:** face to face training

**Topics** addressed during the training:

1. Volunteering;
2. Motivation;
3. Building self-awareness;
4. Tolerance;
5. Learning how to recognize temperament type and what to do with this;
6. Child development;
7. Recognition of a child's emotions;
8. Effective listening;
9. Conflict management;
10. Ethics, what to do in difficult situations.

One session is dedicated for a guest: a mentor who had participated in mentoring programme and can share experience. This is a very effective motivational factor for future mentors to start working with their mentees.

### **Further coaching**

Mentors training are followed by periodical face to face coaching meetings once a month. These meetings are for reflection on mentoring process where mentors, mentor trainers and programme coordinator come together.

**Methods** used for the whole coaching process:

- Group work;
- Role models;
- Evaluation forms;
- Testing;
- “Star”;
- Mentors notebook;
- Reflection.