From Doing the Work to Shaping the Work: Reflections from an ASCILITE Community Mentoring Journey on Leadership and Influence

Group Learning Sessions

Learn with and from fellow mentees

- Share our lived experiences
- Discuss shared challenges
- Broaden our perspectives
- Build connection

Bring experiences, questions and insights

Gain new perspectives and ideas

Individual Reflection & Action

Make meaning and apply learning

- Reflect on our experiences
- Try new ideas and approaches
- Gather evidence and insights
- Reassess our goals
- Document our development

Professional Growth & Identity

- **Learn from others' work**
- **Clarify what matters in professional practice**
- **Contribute with confidence**
- **Explore career opportunities**

1:1 Mentoring

Focused support for individual journey

- Set and review our goals
- Receive targeted feedback
- Explore our ideas/opportunities
- Discuss our challenges
- Plan next steps

Apply learning and try new approaches

Activities vary across individual journeys

A flexible model that adapts to individual goals and contexts

Examples of mentee-led activities

- Interviews
- Professional conversations
- Surveys & feedback
- Networking
- Work-based projects
- Analysis & synthesis
- Other development activities

Outcomes for mentees

- Clearer goals
- New perspectives
- Enhanced skills and confidence
- Stronger professional networks
- Greater self-awareness
- Evidence of growth
- Ongoing development beyond the program

Guiding Principles

Mentee agency
We bring the goals, questions and focus

Iteration
Ongoing cycles of learning and growth

Flexibility
Different pathways for different needs

Supportive Community
A collaborative and respectful space

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