



MICROFINANCE CENTRE

Mentoring for inquiring

Professionals



This webinar has received financial support from the European Union Programme for Employment and Social Innovation "EaSI" (2014-2020). For further information please consult: <http://ec.europa.eu/social/easi>

Hello!



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Webinar agenda



1

Mentoring programs types, framework and process

2

2 practical examples

3

Questions and answers



Peer-mentoring for microfinance professionals

COACHWISE™

MENTORSHIP

FACILITATION

LEADERSHIP

KEPNER FOURIE™

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Mentorship / Who are we?

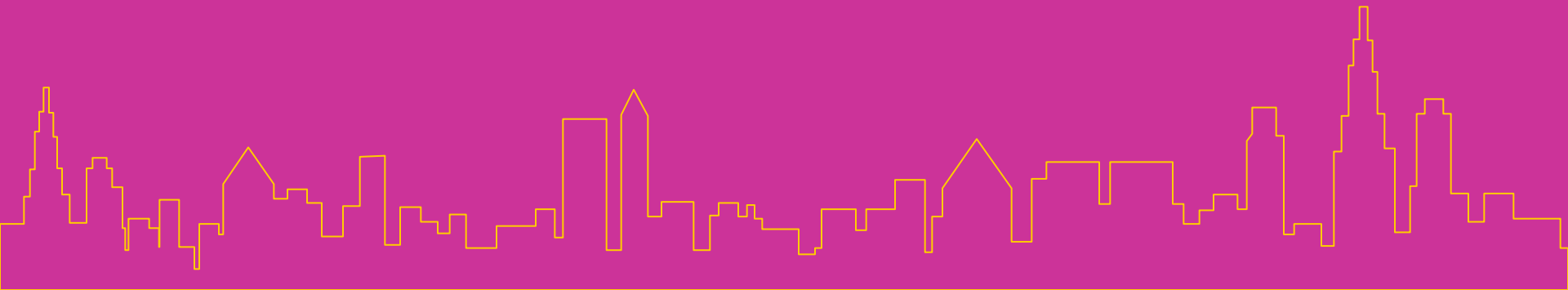
Mentorship is a mentoring approach for organisations

- pioneering in **CEE**
- **Youth Business Poland** - own mentoring program
- reach **implementation base**
- compliant with **IMA** and other industry **standards**

„For better ...”

Peer-mentoring for microfinance professionals

International Mentoring Association compliant



Mentorship

The method of supporting people and organizations in **achieving their goals**, based on the **natural potential of Mentee** using the **knowledge and experience of Mentor**

- mostly formal, consciously implemented **process**
- supporting **the development of talents** in the organization
- involving several sides in building a **purposeful and partner relationship**
- operating in **compliance with established standards**

Applying Mentorship

- Knowledge and seniority respectful **culture**
- **Team development** and decision making / problem solving
- **Expertise and good practice** formulation and propagation
- Mentoring skills **for managers**
- **Cross-Mentoring**
- **Reverse** Mentoring

Mentorship framework #1

Catalyzing

Mobilizing the Participant to create own solutions based on already existing competences (asking questions, active listening and reflection).

Giving opinions

Commenting on the Participant's proposals, sharing judgment, conviction and opinion. Common creation of new solutions.

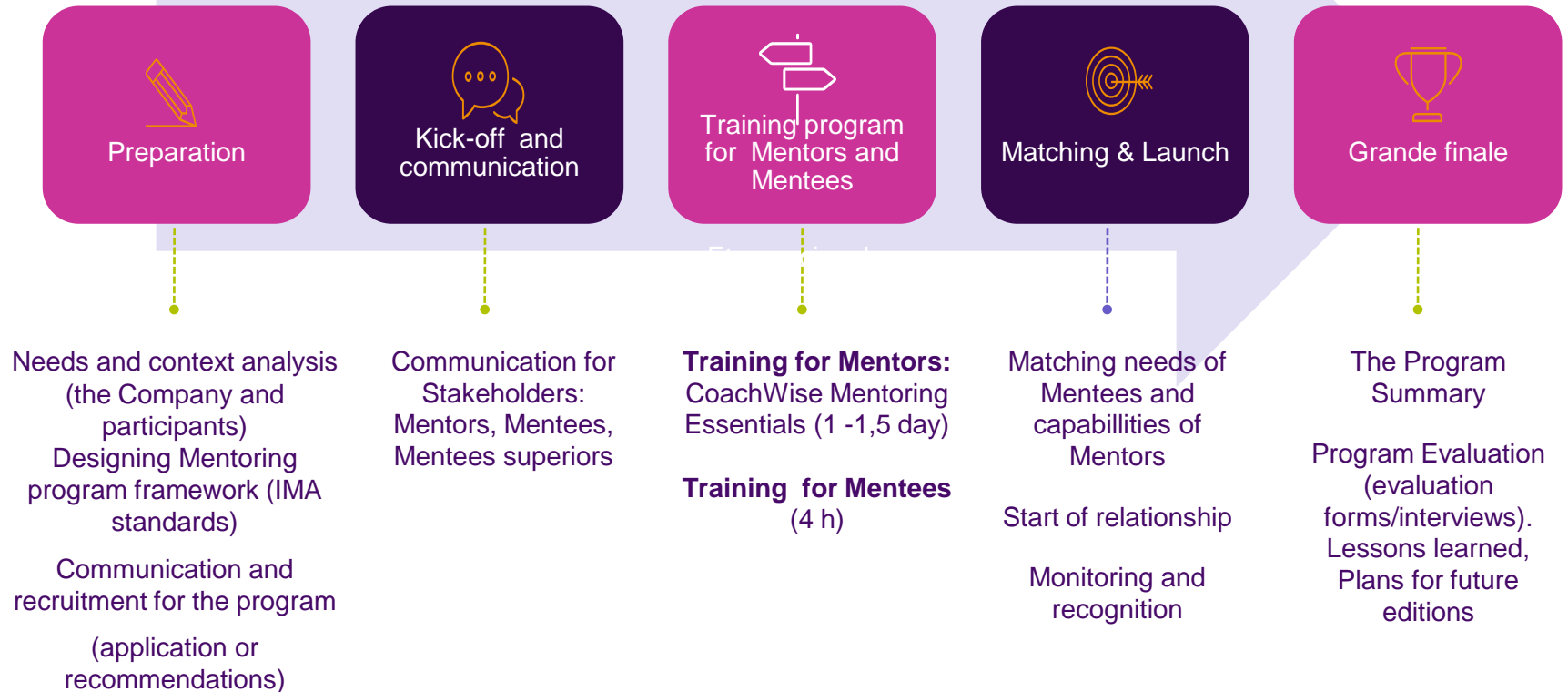
Advising

Proposing different possibilities to solve the problem based on the knowledge and experience of Mentor.

Strengthening

Increasing the client's faith in his own strength and motivating him to the effort.

Mentorship Process



Example

Banking

- Mentees: future managers
- Mentors: senior managers
- Length: 1 year
- No of pairs: 120 / year
- 10 editions since 2006

„There is no money we can buy impact of mentoring in our organisation”

Example

Business Catalyst

- Mentees: young entrepreneurs
- Mentors: experience business and corporate managers
- Length: 6 months (+ possible ext.)
- No of pairs: 300 / year
- 8 editions since 2008

„Development and de-risking worth its investment“

Bonus

Gratitude :-)

(making a world better)



Questions and answers

Thank you!



Contact us!

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