

Food for the Soul | Mentoring for OD People Webinar 12th May 2017

Audience Questions and Answers

When is power OK/not OK in the mentoring relationship? What can we learn from our own mentoring relationships, and take back into our practice?

David Goddin: Mentoring as a sharing of experience brings with it some elements of power from that experience.

alastairwylie1: Perhaps when experiential power is in the service of development of both mentee... and mentor

David Goddin: When power comes from a source other than experience what do we do? Do we notice it?

Tony Nicholls: Some form of power differential is always present, not necessarily mentor high, mentee low, but ebbing and flowing. Not so much ok/not ok, as in need of exploration?

alastairwylie1: Perhaps when 'power' can be reframed as 'potency'

Jean Neumann: Mutual power of two people having agreed to cooperate from different roles; sometimes sharing from common or familiar experience; other time an "inequality" or "difference of stance or orientation" in thinking about a particular situation.

David Goddin: Are we mentoring &/or being mentored because of a power difference or because of an experience difference?

Elar: For me the question, is, what helps me and what not. Sometimes you need to give the power away, sometimes you need to take it.

Lenz Jäger: if we look at the social bases of power - power comes from expertise - a mentor has expertise, therefore power is appropriate.

David Goddin: My experience/sense is that power is not discussed in mentoring relationships or even supervision/CPD for mentors.

David Goddin: Like the language of potency!

What simple rules could support the mentoring relationship?

David Goddin: Something about clarity & accountability?

Tony Nicholls: Be open to roles alternating. One minute i am mentor, the next mentee. Over time the lables lose their meaning?

Elar: Tell everything but accept if the other party does not agree

Laura Tate: Having a timeframe or at least reviewing the mentor relationship to ensure it is still needed/ working

alastairwyllie1: It's OK not to know. There is also value in containment.

Lenz Jäger: dont make too many rules, let it be organic.

David Goddin: Learn from each other and from the experience we create.

Kathryn Winterburn: linked to purpose but something about the developmental aspect of the relationship

Jean Neumann:Duration of contract; mechanism for meeting; some exploration of roles and background relevant to process; some harmony or interest in different perspectives.

What was the outcome of your breakout conversations?

Tony Nicholls: Alistair and I definitely looking to continue a conversation. Useful exploration of current context and thinking in a very short amount of time.

Kathryn Winterburn: met some very interesting people who i would love to continue to spk to and willing to mentor

Jean Neumann:Good sharing and, for me, the start of interest and caution about different perspectives - I know something about tensions between new OD and those of us around for a few decades,

alastairwyllie1: lots of interests in common lots to explore more

sarah: I found both my chats interesting - and Kathryn seems like she could share lots of insight (though we lost Sebastien part way through). I found it interesting how much I had in common with another prospective mentee - it made me reflect on how much I could learn from touching base with other mentees as well as my mentor.