

# MENTOR ON THE MOVE

SPORTS + NETWORKING = SOCIAL INCLUSION

# Monaliiku- Wellbeing and Sports for Multicultural Women

- **Monaliiku** is a unique non-governmental organization revolutionizing multicultural women's social inclusion by providing them with opportunities to take more active role in the society.
- We work for the enhanced wellbeing for women and girls regardless of their background, religion or nationality.
- **Based on our values** we aim to enhance the equality of sexes, equal opportunities of women, health and well-being. Moreover, we strive against discrimination in the society.

# Projects

## Mentor on the Move



- Project developing an active mentoring program (2018 - )
- Concept follows the core ideology of Monaliiku

**“ Bringing people together and enhancing well-being with sports and exercise”**

- Funded by the Ministry of Health and Social Affairs with the support of Veikkaus (STEA) and the Ministry of Education and Culture

# Mentor on the Move

Aim of the project: **Fostering the health, social wellbeing and transferable skills of migrant women through mentoring**



## **Social inclusion**

The project provides migrant women with opportunities to take part in the Finnish society and to feel included

**Social well-being**  
Mentoring can promote the social well-being and add social networks of the mentee



## **Working life skills**

Mentoring provides the mentee beneficial working life skills and opportunities. In addition, the program provides workshops for professional networking.

**Sports and exercise**  
The program integrates sports and exercise to mentoring meetings and thus enhances their well-being



## Mentor on the Move mentoring program in a nutshell:



- Length of the program is 4-6 months
- Exercising and doing sports with the mentor
- One to one meetings with a mentor approximately twice (2) a month
- Participation is free of charge
- Financial support for the costs of exercise and sports is available
- Mentoring pair receives the support of the program coordinator throughout the program

# What is mentoring?

- Effective and popular way to learn different personal and professional skills
- One of the oldest means of influencing
- A person acts as a role model, teacher and a friend to another
- The “elderly” and “wise” professional teach young people
- different skills beneficial in life
  - By opening doors (new opportunities)
  - Sharing networks, ideas and suggestions for future
  - Influencing positively on the self-esteem and confidence of the mentee (I am skilled and capable)



# The goals of mentoring



- Helping with career and education decisions
- Sharing knowledge and experience
- Goals and creativity
- Accepting differences and adding cooperation skills
- Acknowledging your own and other people's feeling
- Learning new things

# Mentor on the Move

Mentor + Actor (Mentee) =  
mentoring pair



## Mentor

Finnish women who want to share their knowledge and expertise with migrant women

## Actor

Migrant women who are motivated to add sports in their life, learn about Finnish society/ sports culture or who want to enhance their social network



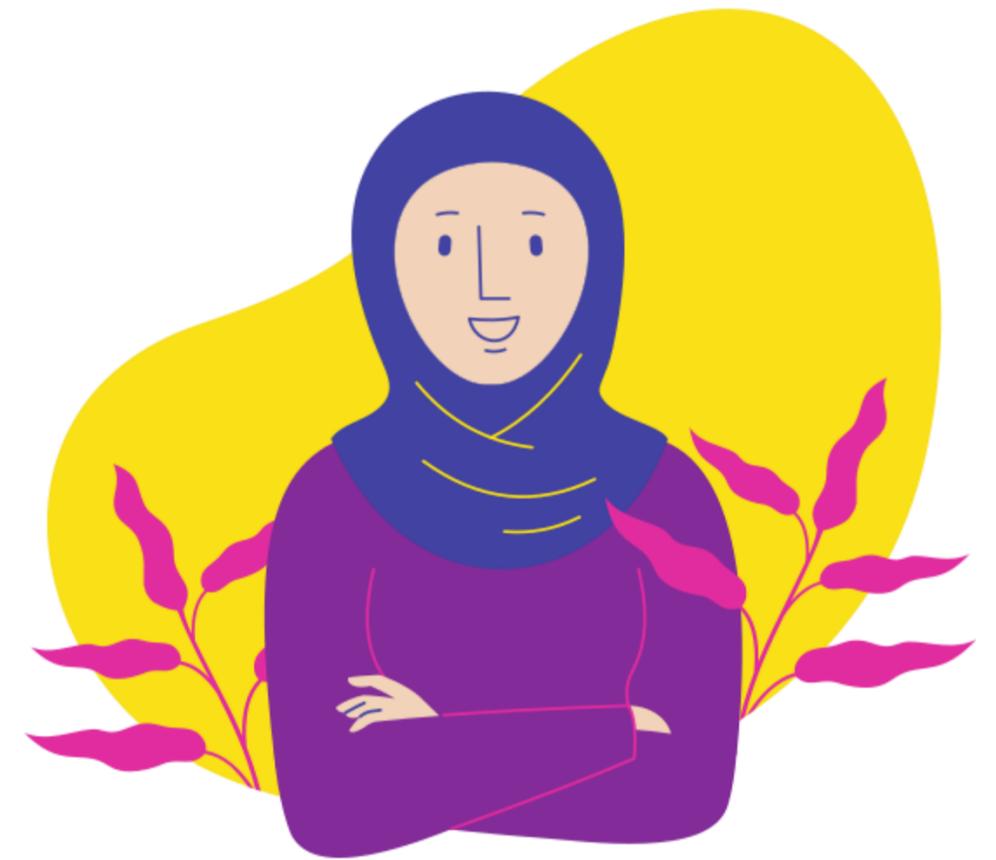
## What is a mentor?

We all have had people in our life, who have had an impact in our life and growth. Take a moment to reflect on important changes in your thoughts, attitudes, or situations where someone made you feel good about yourself. Someone has helped you to find a new skill or talent that you didn't know existed. It was someone, who said something, that changed the way you think or act- the phrase is still there.



## Mentoring can in the context of this project:

- Provide an opportunity to learn new things and get positive feelings
- Have the support of the active and skilled mentor, who can provide you with the knowledge and share experiences
- Get to know information that you would not otherwise get (silent information)
- Get a “shortcut” to the right career path
- Get feedback; ideas are tested, and you can find a solution together
- Have stronger self-esteem; dare to take risks, make decisions
- get courage to face tough situations
- Expand your network



# The ABC of a good mentoring relationship

## It's all about US

Mentoring relationship is for both of you; the mentee and the mentor. You trust the mentor and the mentor trusts you- and that's worth holding on to. You can only break the trust once.

## Engage

It is important that both of you are motivated to give your time and share skills

## Goal orientation

Agree upon goals for the whole process and every meeting. The goals can change during the program.

## It's a two way road

Both parties give and receive

## Flexibility

Mentoring is a learning process, which cannot be set on stone. You just have to go with the flow.

# Framing the relationship

- What is it that i want to learn from my mentor?
- What can I offer my mentor? (What can she learn from me)
- What are the things that we want to engage in/ do not want to engage in?
- Are there subjects that are off limits? (i.e. you don't feel comfortable sharing)
- Are we ready to take feedback and become critical friends?
- How formal/ unformal do we want our meetings to be?



# Mentee

**Mentees** are usually less experienced and seek for guidance, support or knowledge with the help of a mentor

## **Mentees benefit from mentoring:**

- Learning new things
- Mentor teaches new things and shares information about her experiences, what has been successful and what has not
- The mentee gets information that might be difficult to find on your own
- Networks expand, faster career development
- Feedback and ideas
- Support for problem solving
- Better self-esteem; I am capable, and I will
- Courage to take risks, make decisions and face difficult situations

## **Mentee**

***Learner, actor, who has the motivation to grow and evolve. Someone who is ready to take responsibility for themselves and their actions. Ability to take in feedback, coaching and questions.***



# Good mentee

- Motivated and committed to the process
- Open and fearless
- Takes responsibility for her own development and growth
- Willing to receive feedback and coaching
- Knows how to reflect upon her own learning and development
- Knows how to express her own expectations (oral and written)
- Is active when it comes to arranging the mentoring meetings



# Mentor on the Move

## Structure for one season

### Kick Off- event

What is Mentor on the Move?  
What is mentoring?  
What are the roles of mentor and actor?



### Mid term meeting

What is networking and how it is done.  
Updating plans



### Graduation seremony

It is time to celebrate the journey of our wonderful mentoring pairs and learn about means of self care and mental well-being. What is it that keeps you going?



### Goals!- workshop

Mentor on the Move is a goal orientated mentoring program. Goals help us focus on what we want to achieve. Here, we make plans and learn new tools for making progress.



### Mentors round table

Mentor's support meeting



# Mentor on the Move

## Mentoring meetings

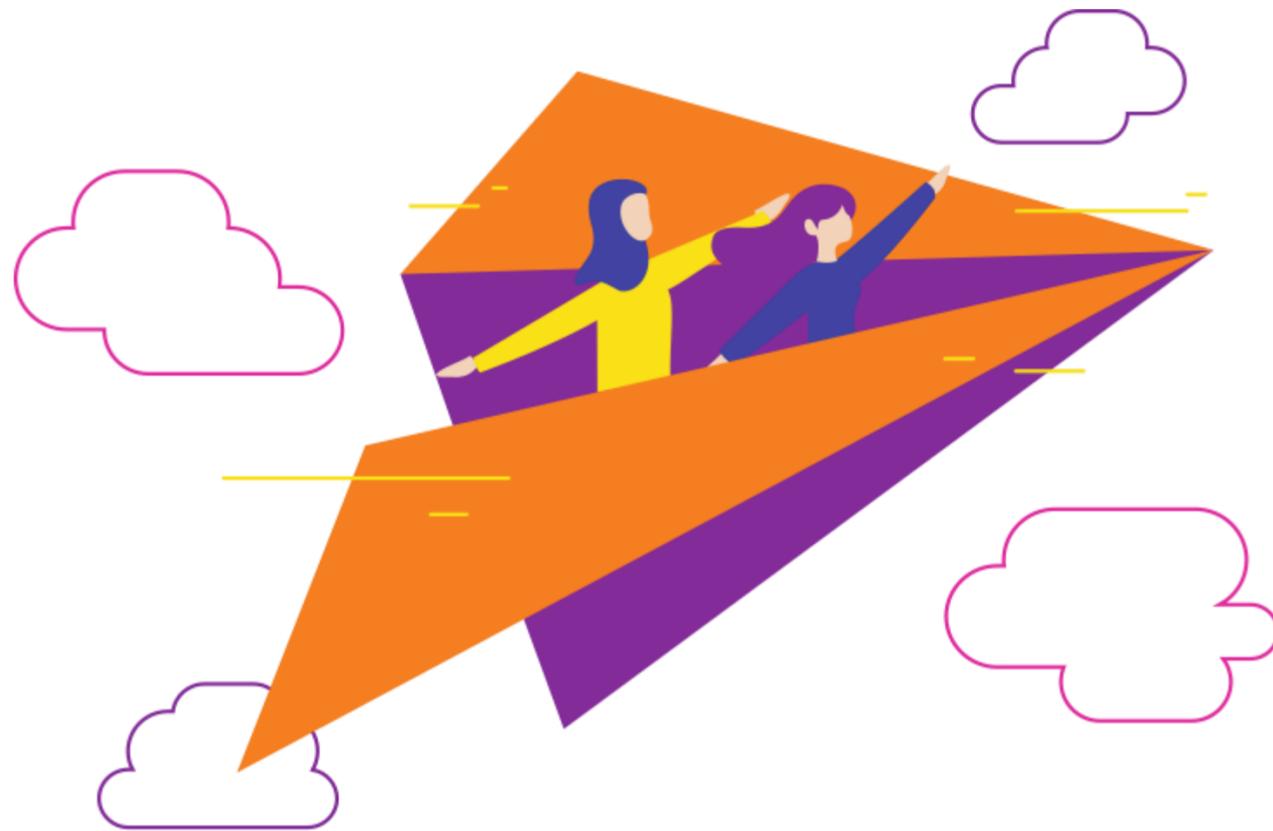


**Mentoring meetings are the most important part of the program.** The aim of the meeting is to have an open and relaxed, prepared and consultative discussion. Every actor is responsible for their own progress; thus it is important that she is the one making the initiative for the. What is it that the actor wants to establish?

The discussion stems from situations where the actor feels like she needs support. The topics often relate to subjects, which are not traditionally covered with instructors, such as personal relationships, feelings or opinions. Mentoring requires accepting emotions as empowering factor in one's life.

# Mentor on the Move

Sports, exercise and resources



Mentoring meetings incorporate sports/ exercise in different forms and the mentoring pairs are encouraged to try new things and attend different events (i.e. hockey game, yoga festival)

Exercising together provides an informal platform for mentoring, and it is often easier to discuss even difficult topics.

The program offers each pair **budget** to cover the cost of sports/ exercise. In addition, they are entitled to cashback to cover the cost of “post-sports cuppa”, if they like to sit down after doing sports and discuss subjects arising from the actor's goals.

e.g. going swimming + having a cup of tea afterwards 😊