

Assemblies of God Theological Seminary

MSS/PTH 651 DYNAMICS OF MENTORING

Dene Wood, Ed.D.

Spring 2004

COURSE SYLLABUS

COURSE DESCRIPTION

An examination of the mentoring model of learning from a Biblical, historical, and contemporary perspective. The purpose and context of mentoring, phases and types of mentoring, development of meaningful mentoring relationships, and the interactive dynamics of the mentoring process are explored. Special emphasis is given to preparation for the mentor role.

COURSE OBJECTIVES

The comprehensive objective of this course is to help participants to understand the multi-faceted aspects of the concept of mentoring and to be able to apply that knowledge personally and professionally.

With focused and active participation in this learning experience, each participant will be able to

1. Demonstrate understanding of the historical progression of the mentoring concept
2. Identify the varied roles of mentoring in a learning society
3. Differentiate between what mentoring is and is not
4. Identify and develop an appreciation for phases and types of mentoring
5. Recognize the correlation between mentoring and coaching, and identify points of convergence and divergence
5. Engage in the self-assessment of individual mentoring competencies
6. Develop meaningful mentor-mentee relationships
7. Integrate the mentoring dynamics into his or her professional setting.

TEXTBOOKS

Required:

Hendricks, Howard & William. (1995). *As Iron Sharpens Iron: Building Character in a Mentoring Relationship*. Chicago, IL: Moody Press.

Stanley, Paul D. & Clinton, J. Robert. (1992). *Connecting: The Mentoring Relationships You Need to Succeed in Life*. Colorado Springs, CO: NavPress.

Collins, Gary R. (2001). *Christian Coaching: Helping Others Turn Potential into Reality*. Colorado Springs, CO: NavPress.

Recommended:

Biehl, Bobb. (1996). *Mentoring: Confidence in Finding a Mentor and Becoming One*. Nashville, TN: Broadman & Holman Publishers.

Zachary, Lois J. (2000). *The Mentor's Guide: Facilitating Effective Learning Relationships*. San Francisco, CA: Jossey-Bass. (Two copies of this text are on reserve in the AGTS Library.)

Other texts will be discussed in class.

MSS/PTH 651 Dynamics of Mentoring

METHODOLOGY

The teaching-learning process will include lectures, class discussion and interaction, learning activities, self-evaluations, reading and writing assignments.

COURSE OUTLINE

- I. Phenomenon of Mentoring: Its Evolution
- II. Phenomenon of Mentoring: Its Essence
- III. Platforms for Mentoring
- IV. Partners in Mentoring
- V. Partnership in Mentoring
- VI. Praxis of Mentoring: Programs & Personal Plans
- VII. Perspectives on Mentoring

COURSE REQUIREMENTS

1. Attendance and Participation

- ◆ Maintain consistent and punctual attendance.
- ◆ Participate in discussion of the topics in the course outline, incorporating insights and questions from reading assignments as well as from personal experience.

2. Textbook Reactions

- ◆ Read the three required texts.
- ◆ For the two texts, *As Iron Sharpens Iron* and *Connecting*, submit a reaction paper in which you (a) interact with the authors' perspective on mentoring and (b) select three key insights and describe how these will influence/impact your role as a mentor.
- ◆ For the text, *Christian Coaching*, submit a reaction paper in which you (a) interact with the author's perspective on coaching and (b) state **your** perspective on the correlation between mentoring and coaching (incorporating views from all three texts).
- ◆ Each reaction paper should be 3-5 pages in length and written in proper form.

3. Reflection Narrative

- ◆ Reflect on your personal journey in life and ministry (to this point, Spring 2004). Identify one individual who has greatly influenced/had an impact on your life and contributed to who you are today and what you do/are doing/will do.
- ◆ Write a reflective narrative (5-7 pages) incorporating the following:
 - A description of the individual
 - The dynamics that impressed/had an impact on you
 - The nature of the relationship and the way(s) in which it has had an impact on your life

4. Synthesis of Learning Experience

- ◆ Craft a strategy for developing a mentoring program in a specific ministry context. The plan should include identification of a targeted group and steps for introducing and implementing the mentoring plan.

MSS/PTH 651 Dynamics of Mentoring

- ◆ Follow these Guidelines:
 - a. Identify your target group and set the stage for your plan of action. This is the rationale for your program and should be presented as a “descriptive introduction” indicating *who, where, what, when, why*.
 - b. Organize your plan logically by following the steps for program development. (These steps will be discussed in class.)
 - c. Synthesize learning: Integrate mentoring concepts and dynamics gleaned from this course into your program plan.

- ◆ Note these requirements: Project should be 10-12 pages in length, double-spaced, one-inch margins, with ragged right margin. (Ref: Kate L. Turabian Sixth Edition, *A Manual for Writers of Term Papers, Theses, and Dissertations*.)

5. Examination and Evaluation

- ◆ Engage in strategic evaluations at appropriate intervals.
- ◆ Complete the final exam successfully.

Due Dates for Specified Learning Activities

DUE DATE	LEARNING ACTIVITY
Tuesday -- January 20	Reading Report #1 (Hendricks, H & W)
Tuesday -- February 3	Reading Report #2 (Stanley & Clinton)
Thursday -- February 19	Reading Report #3 (Collins)
To be announced in Class	Strategic Evaluations
Thursday -- March 11	Reflection Narrative
Thursday -- April 8	Synthesis Project
As Scheduled for Exam Week (Apr 19-23)	Final Evaluation

GRADING PROCEDURES

1. Textbook Reactions Papers (3)	30%
2. Reflection Narrative	10%
3. Synthesis Project	25%
4. Strategic “in process” Evaluations	10%
5. Final Examination	25%

NOTE: Any work submitted late will be subject to a grade reduction.

CONTACT INFORMATION

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Meetings with the professor are **encouraged** and are **available** by appointment.

SPECIFIC DATA

Prepared by Dene Wood, Ed.D. -- November 2003

MSS/PTH 651 Dynamics of Mentoring

SELECTED REFERENCES

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MSS/PTH 651 Dynamics of Mentoring

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MSS/PTH 651 Dynamics of Mentoring

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MSS/PTH 651 Dynamics of Mentoring

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MSS/PTH 651 Dynamics of Mentoring

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REPRESENTATIVE WEBSITES

www.mentoring.org—the National Mentoring Partnership's Learn to Mentor Training

www.mentoringgroup.com—worldwide mentoring service; mentoring ideas, tips for mentors & tips for mentees

www.mentorconsultinggroup.com—site providing consultation services to those seeking guidance in the area of adult-to-youth mentoring or adult coaching programs.

www.lifecoaches.org—site focused on providing coaching for kids from fatherless homes

www.christian-living.com—McCluskey's work as a Christian coach

www.heartdance.com—site of Diane Menendez, who coaches executive clients to reach their goals

www.christiancoachesnetwork.com—site focused on helping individuals gain knowledge about Christian coaches and find a Christian coach

www.coachfederation.org—site focused on representing and supporting excellence in professional coaching worldwide