

Assemblies of God Theological Seminary
MSS/PTH 651 DYNAMICS OF MENTORING
(June 28 – July 9, 2004)

Dene Wood, Ed.D.
dwood@agts.edu

Summer 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 discover the multi-faceted aspects of mentoring and to be able to apply that knowledge personally and professionally.

Upon the successful completion of this course, each participant will be able to

1. Plot the historical progression of the concept of mentoring
2. Identify the varied facets of mentoring in a learning society
3. Differentiate between what mentoring is and is not
4. Identify and evaluate phases and types of mentoring
5. Recognize the correlation between mentoring and coaching, and identify points of convergence and divergence
6. Engage in the self-assessment of individual mentoring competencies
7. Develop meaningful mentor-protégé relationships
8. Integrate 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:

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.)

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

METHODOLOGY

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

COURSE OUTLINE

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

COURSE REQUIREMENTS

A. Pre-Session

1. Complete the attached Participant Profile.
2. Read the three required texts.
 - ◆ For the two texts, *As Iron Sharpens Iron* and *Connecting*, submit a 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 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 interaction paper should be 3-5 pages in length and written in proper form.

DUE DATE: Class time, Monday, June 28, 2004.

B. Session

1. Maintain consistent and punctual attendance.
2. Participate in discussion of the topics in the course outline, incorporating insights and questions from the Pre-Session reading assignments as well as from personal experience.
3. Engage in evaluation activities at appropriate intervals.
4. Create a **Personal Mentoring Portfolio**. This will be discussed in class.
5. Reflect on your personal journey in life and ministry--to this point, Summer 2004. Identify one or two individuals who have greatly impacted 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(s)
--The dynamics that impressed/impacted you
--The nature of the relationship and the way(s) in which you were impacted

C. Post-Session

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.

Follow these Guidelines:

- a. Identify your target group, establish your rationale for the program, and set the stage for a plan of action. This should be 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.

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.*) Creativity is encouraged.

DUE DATE: All work is due no later than July 23, 2004.

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

GRADING PROCEDURES

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| 1. | Textbook Reactions Papers (3) | 30% |
| 2. | Reflection Narrative | 15% |
| 3. | Synthesis Project | 30% |
| 4. | Personal Mentoring Portfolio | 15% |
| 5. | Periodic Evaluations | 10% |

CONTACT INFORMATION

Office Phone: 268-1067
Home Phone: 864-4887
Email: dwood@agts.edu

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

SPECIFIC DATA

Prepared by Dene Wood, Ed.D
March 15, 2004

SELECTED REFERENCES

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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 mentées

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