

Assemblies of God Theological Seminary

MSS 639/PTH 640 DYNAMICS OF MENTORING

Dene Wood, Ed.D.

Summer 2002

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 understand 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. Identify the varied roles of mentoring in a learning society
2. Delineate the difference between what mentoring is and is not
3. Identify phases and types of mentoring
4. Engage in the self-assessment of individual mentoring competencies
5. Develop meaningful mentor-mentee relationships
6. Integrate mentoring dynamics into his or her professional setting.

TEXTBOOKS

Required:

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

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.

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.)

METHODOLOGY

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

MSS 619/PTH 640 Dynamics of Mentoring

COURSE OUTLINE

- I. Phenomenon of Mentoring
- II. Parameters of Mentoring
- III. Participants in Mentoring
- IV. Partnership of Mentoring
- V. Positions on Mentoring
- VI. Praxis of Mentoring: Programs & Personal Plans

COURSE REQUIREMENTS

A. Pre-Session

1. Complete the attached Participant Profile.
2. Read the three required texts. For each text, 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.

The reaction papers should be 3-5 pages in length and written in proper form.

DUE DATE: Class time, Monday, July 1, 2002.

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** that contains the following:
 - A one-page summary statement of your mentoring philosophy
 - Identification of your preferred mentoring type and the reason for this preference
 - Personal inventory instruments: Personality type, Learning style preference, listening style preference, Mentoring Inventory.

Guidelines for creating a portfolio will be discussed in class.

5. Reflect on your personal journey in life and ministry--to this point, Summer 2002. Identify one individual who has 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
- 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. Set the stage for your plan of action. (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.*)

DUE DATE: All work is due no later than July 24, 2002.

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

GRADING PROCEDURES

| | | |
|----|-------------------------------|-----|
| 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: 886-8857
Email: denepwood@mchsi.com
dwood@AGSeminary.edu

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

SPECIFIC DATA

Prepared by Dene Wood, Ed.D.
May 2002

SELECTED REFERENCES

- Benard, Bonnie. (1992). *Mentoring Programs for Urban Youth: Handle with Care*. Portland, OR: Western Regional Center for Drug-Free Schools and Communities.
- Berger, B. A. (Spring 1992). "Mentoring Graduate Students." *American Journal of Pharmaceutical Education*, 56 (2) 79-82.
- Biehl, Bobb. (1989). *Increasing Your Leadership Confidence*. Sisters, OR: Questar Publishers, Inc.
- Burke, R. J., McKeen, C. A., & McKenna, C. S. (1990). "Sex Differences and Cross-Sex Effect on Mentoring: Some Preliminary Data." *Psychological Reports*, 67(3), 1011-1023.
- Burroughs, Esther. (1997). *A Garden Path to Mentoring: Planting Your Life in Another and Releasing the Fragrance of Christ*. Birmingham, AL: New Hope.
- Busch, J. W. (Summer 1985). "Mentoring in Graduate Schools of Education: Mentors' Perceptions." *American Educational Research Journal*, 22(2), 257-265.
- Carmin, C. N. (1988). "Issues in Research on Mentoring: Definitional and Methodological." *International Journal of Mentoring*, 2(2), 9-13.
- Caruso, R. (1992). *Mentoring and the Business Environment—Asset or Liability?* Brookfield, VT: Dartmouth Publishing Company.
- Cesa, I., & Fraser, 8. (1989). A Method for Encouraging the Development of Good Mentor-protégé Relationships. *Teaching of Psychology*, 16(3), 125-28.
- Chao, G. T. (1991). *A Comparison of Informal Mentoring Relationships and Formal Mentorship Programs*. East Lansing, MI: Michigan State University.
- Chao, G. T. & O'Leary, A. M. (Fall 1990). "How Others See Same- and Cross-Gender Mentoring." *Career Planning and Adult Development Journal*, 6(3), 3-12.
- Clark, R.W. & Zimmer, B.P. (May 1989). "Mentoring: Does It Work?" *Lifelong Learning*, 12(7), 26-28.
- Clinton, J. R. (1985). *Barnabas, The Encouraging Exhorter: A Study in Mentoring*. Altadena, CA: Barnabas Resources, 1985.
- Cohen, N. H. (1993). *The Development and Validation of the Principles of Adult Mentoring Scale for Faculty Mentors in Higher Education*. Dissertation Abstracts International. (University Microfilms No. 9316468).
- Collin, A. (1986). The Role of the Mentor in the Experience of Change. In *Proceedings of the First International Conference on Mentoring*, Vol. 2. W. A. Gray and M. M. Gray, Eds. Vancouver, British Columbia, Canada: International Association for Mentoring, 94-101.
- Daloz, L. A. (1986). *Effective Teaching and Mentoring: Realizing the Transformational Power of Adult Learning Experiences*. San Francisco, CA: Josey-Bass.
- Daloz, L. A. (Spring 1989). "Effective Teaching and Mentoring." *Religious Education*, 84, 316-317.

MSS 619/PTH 640 Dynamics of Mentoring

- Daloz, L. A. (1999). *Mentor: Guiding the Journey of Adult Learners*. San Francisco, CA: Josey-Bass.
- Daniels, Dick. (Jan-Feb, 1983). "Spiritual Formation in the Seminary Community: Mentoring." *Theological Students Fellowship Bulletin*, 6(3), 13-14.
- DeFour, D. C. (1991). "Some Thoughts on Ethnic Minority Mentoring." *International Journal of Mentoring*, 4(2), 14-17.
- Fagenson, E. A. (1988). "The Power of a Mentor: Protégé and Nonprotégés' Perceptions of Their Own Power in Organizations." *Group and Organization Studies*, 13(2), 182-194.
- Freedman, Marc. (1993). *The Kindness of Strangers: Adult Mentors, Urban Youth, and the New Voluntarism*. San Francisco, CA: Jossey-Bass.
- Frey, B. A., & Noller, R. B. (1986). "Mentoring: A Promise for the Future." *Journal of Creative Behavior*, 20(1), 49-51.
- Galbraith, M. W. & Cohen, N. H. (Eds.) (Summer 1995). *Mentoring: New Strategies and Challenges*. San Francisco, CA: Jossey-Bass.
- Gibson, Jess. (1993). *Coaching Champions: The Privilege of Mentoring*. Green Forest, AR: New Leaf Press, Inc.
- Gray, W. A. (1986). "Components for Developing a Successful Formalized Mentoring Program." In *Proceedings of the First International Conference on Mentoring*, 2. Vancouver, Canada: International Association for Mentoring.
- Grosse, F. G. (1994). *A Church Sponsored Program for Deepening Spiritual Growth in Men of Protestant Christian Churches*. Dissertation: Boston University School of Theology.
- Hardcastle, B. (1989). Spiritual Connections: Protégé Reflections on Significant Mentorships. *Theory Into Practice* 27(3), 201-8.
- Hargrove, Robert. (1995). *Masterful Coaching: Extraordinary Results by Impacting People and the Way They Think and Work*. San Francisco, CA: Pfeiffer.
- Heald, Cynthia. (1999). *Becoming a Woman of Excellence*. Colorado Springs, CO: NavPress.
- Henricks, Howard & William. (1995). *As Iron Sharpens Iron: Building Character in a Mentoring Relationship*. Chicago, IL: Moody Press.
- Henning, J. (Sept-Oct 1984). "The Lawyer as Mentor and Supervisor." *Legal Economics*. 19-24.
- Hunt, D. A. (1986). Formal Vs. Informal Mentoring: Toward a Framework. In *Proceedings of the First International Conference on Mentoring*, Vol. 2, W. A. Gray and M. M. Gray, Eds. Vancouver, British Columbia, Canada: International Association for Mentoring, 8-14.
- Hunt, D. A. & Michael, C. (1983). Mentorship: A Career Training and Development Tool. *Academy of Management Review*, 8 (3), 475-85.
- Hunt, Susan. (1992). *Spiritual Mothering: The Titus 2 Model for Women Mentoring Women*. Franklin, TN: Legacy Communications.

MSS 619/PTH 640 Dynamics of Mentoring

- Jeruchim, J., & Shapiro, P. (1992). *Women, Mentors, and Success*. New York, NY: Fawcett Columbine.
- Johnsrud, L. (1990). Mentor Relationships: Those that Help and Those that Hinder. *New Directions for Higher Education*, 72, 57-66.
- Kinlaw, D. C. (1989). *Coaching For Commitment: Managerial Strategies For Obtaining Superior Performance*. San Francisco, CA: Jossey-Bass.
- Knox, P. L. & McGovern, T. V. (1988). "Mentoring Women in Academia." *Teaching of Psychology*, 15(1), 39-41.
- Kram, K. E. (1985). *Mentoring at Work*. Glenview, IL: Scott, Foresman.
- Kram, K. & Hall, D. (1989). Mentoring as an Antidote to Stress During Corporate Trauma. *Human Resource Management*, 28 (4), 493-510.
- Mason, R. P. (1993). *Measuring the Level of Trust in a Mentoring Program for Leadership Development in the Local Church*. Dissertation: Denver Conservative Baptist Seminary.
- Matthaei, Sondra H. (1996). *Faith Matters: Faith-mentoring in the Faith Community*. Valley Forge, PA: Trinity Press International.
- Maxwell, J. C., & Dornan, J. (1997). *Becoming a Person of Influence*. Atlanta, GA: Thomas Nelson Publishers.
- McIntosh, G. L. & Rima, S. D. (1997). *Overcoming the Dark Side of Leadership: The Paradox of Personal Dysfunction*. Grand Rapids, MI: Baker Books.
- Mosqueda, P. F. & Palaich, Robert. (1990). *Mentoring Young People Makes a Difference*. Denver, CO: Education Commission of the States.
- Murray, M. (1991). *Beyond the Myths and Magic of Mentoring: How to Facilitate an Effective Mentoring Program*. San Francisco, CA: Jossey-Bass.
- Ofsdahl, S. A. (1992). *The Mentor Project: A Proposal of Peer Support for Clergy*. Dissertation: Luther Northwestern Theological Seminary.
- Ogne, S. L. & Nebel, T. P. (1995). *Empowering Leaders Through Coaching*. (A Self-Study Resource Kit for those who mentor Volunteer Leaders, Pastors, and Church Planters). Alta Loma, CA: ChurchSmart Resources.
- Parks, S. D. (Fall 1990). "Social Vision and Moral Courage: Mentoring a New Generation." *Cross Currents*, 40, 350-367.
- Parrott, Les & Parrott, Leslie. (1997). *Mentoring Engaged and Newly Wed Couples*. (A small group video curriculum for recruiting and training couples, complete with guidebooks and a copy of the Parrotts' book, *Questions Couples Ask*). Grand Rapids, MI: Zondervan Publishing House.
- Pergason, Terrie. (1993). *Designed to Disciple: The Mentor's Role in Developing Leadership*. Pasadena, CA: Charles E. Fuller Institute.

MSS 619/PTH 640 Dynamics of Mentoring

- Reiland, Dan. *Joshua's Men: One Year's Journey of Mentoring Men in Leadership and Spiritual Formation*. Atlanta, GA: Enjoy.
- Ropp, Steve. (1993). *One-on-One: Making the Most of Your Mentoring Relationship*. Newton, KS: Faith and Life Press.
- Sanders, J. O. (1994). *Spiritual Leadership*. Chicago, IL: Moody Press.
- Sandler, B. (Mar 10, 1993). "Women as Mentors: Myths and Commandments." *Chronicle of Higher Education*, p. B3.
- Sano, R. I. (Spring 1990). "Theological Faculties as Mentors of Ministers for the Church." *Theological Education*, 26, 11-34.
- Sellner, E. C. (July-August, 1991). "Mentoring: The Ministry of Spiritual Kinship." *New Oxford Review*, 58, 31-32.
- Sellner, E. C. (1986). "Mid-Life and Mentoring: A Pastoral Theology of Spiritual Guidance." *Chicago Studies*, 25, 133-148.
- Shea, G. F. (1997). *Mentoring: How to Develop Successful Mentor Behaviors*. Menlo Park, CA: Crisp Publications.
- Smith, Fred. (1986). *Learning to Lead: Bringing Out the Best in People*. Carol Stream, IL: Word Pub.
- Stanley, P. D. & Clinton, J. R. (1992). *Connecting: The Mentoring Relationships You Need To Succeed in Life*. Colorado Springs, CO: NavPress.
- Torrance, P. (1984). *Mentor Relationships: How They Aid Creative Achievement, Endure, Change, and Die*. Buffalo, NY: Bearly Limited.
- Weinberger, S. G. (1992). *How to Start a Student Mentor Program*. Bloomington, IN: Phi Delta Kappa Educational Foundation.
- Wilbur, Jerry. (November, 1987). "Does Mentoring Breed Success?" *Training and Development Journal*, 41(11), 38-41.
- Wright, C. A. & Wright, S. D. (1987). "The Role of Mentors in the Career Development of Young Professionals." *Family Relations Journal of Applied Family and Child Studies* 36 (2), 204-208.
- Wunsch, M. A. (Spring 1994). *Mentoring Revisited: Making an Impact on Individuals and Institutions*. San Francisco, CA: Jossey-Bass.
- Yamamoto, K. (1988). To See Life Grow: The Meaning of Mentorship. *Theory Into Practice*, 27 (3), 181-89.
- Zachary, L. J. (2000). *The Mentor's Guide: Facilitating Effective Learning Relationships*. San Francisco, CA: Jossey-Bass.
- Zey, M. G. (1984). *The Mentor Connection*. Homewood, IL: Dow Jones-Irwin.