



BOLD LEADERS

Group Mentoring Framework

Combine a simple framework with effective mentor training and ongoing consultation as needed and you get a Group Mentoring package that fits with your budget and impacts young people in your school, community or mentoring program. Group mentoring is a model that uses one or more mentors with a group of mentees and is a proven benefit to building:

- a sense of connection and positive outcomes (communication, critical thinking, interaction)
- an attitude of peers-helping-peers
- a group identity
- school retention and achievement

Group Mentoring is effective with limited mentor resources or where you are looking for a stronger social group experience. The group format allows mentees to dialogue about relevant current issues in their school or community, take on meaningful civic projects and build team and problem solving skills in a non-traditional environment.

The Framework is...	The Framework is NOT...
<p>Best-practice focused - 20 years of experience/diverse settings</p> <p>Easily integrated into a variety of schedules - we recommend > 35 minutes/once a week (have less time? Try The Elementals)</p> <p>Simple to weave into a current theme - academic, health, court-appointed, etc.</p> <p>Inexpensive - you succeed without a high cost</p> <p>Individualized - we provide the pieces and help design a program that best fits; adjusting as needed</p>	<p>A binder of glossy curriculum and worksheets that will remain on a shelf</p> <p>Training intensive</p> <p>Driven by the mentor - getting the mentees engaged and driving it is fundamental</p> <p>One-size-fits-all - we work with you for the best fit</p>

*Young people want a sense of connection, autonomy, contribution and belonging. Group mentoring provides a departure from the 'same-old-same-old' of adults **doing-to** and creates a context of **doing-with**. Our experience is that this context takes time and methodology to develop thoughtfully, yet once it is in place, the benefits of participation, ownership and impact are tremendous. With group mentoring, you are simply creating an environment for young people to have the kinds of interactions they are hungry for.*

The Group Mentoring Framework includes...

1. **Description and examples of the BoldLeaders Platforms**

Developed over 20 years in settings with diverse groups all over the world, the Platforms are easily transferrable to any human endeavor and fit the mentoring model perfectly. This accessible document helps create the overarching context of the framework and is valuable for mentors, teachers, team managers and more. It includes details about the Platform of Availability: a game-changer in the world of increasing engagement and ownership.

2. **Training Packet for the Mentor**

An easily digestible training for a mentor - from experienced youth worker to a novice volunteer. The training uses the Platforms, the Group Mentoring Session Agenda and several tips and best practice suggestions (such as Question-Based Facilitation) to give mentors a solid foundation.

3. **Session Agenda Packet**

The Group Mentoring Agenda is the “doing” part of the framework and presents an engaging agenda that builds self-agency, participation and dialogue within a group of participants. The packet includes an overview of the five elements of each session as well as a specific descriptor of each element, along with things to keep your eye on as a mentor, best practice tips and more.

4. **“The Kick” Activity Packet**

The sessions pivot around “The Kick” - an activity that ends in dialogue among the participants that fosters the outcomes that mentoring is designed around. The packet includes suggestions, framing tips and dialogue-promoting questions.

5. **Group Mentoring Logistics**

A helpful guide and checklist to get mentors and program managers thinking through some of the more objective pieces for group mentoring. Supervision, safety, parent/guardian participation, enrolling participants and more are included.

6. **Frequently Asked Questions**

7. **30 minute phone consultation**

- a. To be used whenever needed by the customer, the phone consultation is a chance to problem-solve specific issues relevant to your program. This is especially helpful once it gets going and the mentor experiences unanticipated challenges.

8. **On-going Coaching/Consultation**

- a. As needed by the mentor or program leader, we offer personal virtual coaching and support @ \$75/hour.

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