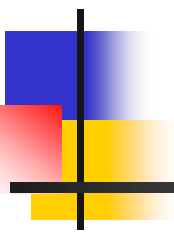


# **Group Mentoring the YouthBuild Way**

*Orlando Conference, 2012*



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**With Jerry Sherk, M.A.  
YouthBuild Coach  
Mentor Management Systems  
Encinitas, California**



# Objectives

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- Learn Models of Group Mentoring
- Understand Session Planning Through the “Flow of Activities” Method
- Discuss Relationship Development Strategies
- Become Familiar with a Variety of Activities and Exercises



# Group Mentoring vs. 1:1?

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- Research: 1-to-1 is Most Effective
- Group Serves Larger Numbers More Quickly
- Group Less Time Intensive, Less Expensive—  
Recruit and Train Fewer Mentors
- Group Uses “Power of Peer Dynamics”
- For YouthBuild, a Great Matching Strategy



# What Puts “Mentoring” into Group Mentoring?

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- Consistent Meetings
- Consistent Relationships – Placing Same Mentors with Same Mentees in Small Groups
- “Relationship, Relationship, Relationship!”



# What Puts “Mentoring” into Group Mentoring?

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A Mentee’s Ability to Consistently  
and Safely Share How Things are  
Going, and to Receive Support  
and Encouragement from  
Mentors and Peers



# What Puts “Mentoring” into Group Mentoring?

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## Same Philosophies as 1:1

- Mentors act as wise & trusted guides
- Don't push personal agendas
- Mentors are non-prescriptive and non-directive—don't tell mentees what to do
- Make sharing a safe activity



# Focus on Empowerment & Self-determination

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- Mentees have the answers. When you come up with the solution, mentees stop thinking
- “Choice” and “Empowerment”
- “Locus of Control” — those that believe they can make own choices are happier and healthier



# Two Primary Group Mentoring Models

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- Informal/Unstructured – a variety of activities, field trips and usually no matching plan (or use model to make matches)
- Formal, Structured – usually “curriculum-based” and consistently matches mentors and mentees





**What is Your Experience....**

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**From the Field?**



# Structure: Like a Lesson Plan

<b>Activity Area</b>	<b>Brief Description</b>	<b>Person(s) Responsible</b>	<b>Time</b>
<b>Warmer</b>	<b>“Relationship Bingo”</b>	<b>Daniel (Prog. Coord)</b>	<b>4:00</b>
<b>Sharing</b>	<b>Break Into Small Groups</b>	<b>Mentors</b>	<b>4:20</b>
<b>Education</b>	<b>“Personal Triggers”</b>	<b>Maria Jones (Guest Speaker)</b>	<b>4:50</b>
<b>Incentives</b>	<b>Food, Give-Aways</b>	<b>Daniel</b>	<b>5:20</b>
<b>Closure</b>	<b>Recap of Day</b>	<b>Daniel</b>	<b>5:25-5:30</b>

# Build a Program Exercise



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- Divide up into Groups
- Create a Hypothetical Program (or Discuss a Real Program) by Filling Out the Worksheet
- Choose a Recorder Who Will Be Prepared to Share with the Larger Group



# Good News/Bad News

## A Sharing Exercise

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"Today we are going to do a sharing exercise called Good News/Bad News. Each time we meet I'd like each of us to talk about what's happened with ourselves since we last saw each other. My good news is that on Saturday I got to see a movie that I really wanted to see, and I enjoyed it. My bad news was that I had a flat tire and it took awhile to get fixed... Now, who wants to be first to share their good and bad news?"



# Follow Through

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One BIG THING I Learned Today  
About Group Mentoring:

How I Will Put this Knowledge Into Action:

By the Following Date \_\_\_\_\_



# Finding Curriculum

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## Books with Training Exercises

*Games Trainer's Play*

*Even More Games Trainers Play*

*Complete Games Trainers Play*

## Input Into Search Engine:

“Group Mentoring Curriculum”

“Group Mentoring Interactive Activities”

“Group Mentoring Exercises/Warmers”

“Youth Program Exercises”



**Thank You...**

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**For All You Do  
With These  
Young Adults**

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**You are Helping to Make  
Better World!**