

The GUIDE



Heart of a Warrior – Phase III: The Guide will explain the importance of mentoring, introduce you to successful mentoring concepts, give you guidelines on effective mentoring, help you select an appropriate mentor, and provide you with advice on mentoring others within your sphere of influence. At certain times in our lives we need intensive mentoring to construct solid foundations.

At other times we need occasional mentors to address struggles we face; crises we encounter, or help we need to overcome barriers. In some cases we need to know where to go to facilitate our development; what resources we need to make improvements; where we can turn to get the help we need to lead to spiritual maturity.

Research has indicated that people who finished well have had anywhere from 10 to 15 mentors in their lives. Phase III will help determine your mentoring needs. It will also help you become an effective mentor of others—to pass on to others what you have learned (2 Timothy 2:2).

There are only four legacies one can live and leave: no legacy whatsoever, a perishable legacy, a bad legacy, or a godly legacy. Living and leaving a godly legacy will help us finish well. Some people drift through life, gliding from one experience to the next, causing no

major fuss and living undistinguished lives. Their legacy is leaving no legacy at all. Others leave a perishable legacy the memory of which fades with time. Monuments may still be standing but few people know why? Still others leave a bad legacy having given in to their dark side often supported by people who condone their behavior. What distinguishes such a person is their badness. Then we have people who leave a godly legacy in the lives of others, the gift that keeps giving growing more meaningful as time passes.

Description

Mentoring is a relational process in which a mentor, who knows or has experienced something, transfers that something (resources for wisdom, information, experience, confidence, insight, relationships, status, etc.) to a mentoree, at an appropriate time and manner, so that it facilitates development or empowerment. More succinctly, mentoring is a relational experience through which one person empowers another by sharing God-given resources.

The Phase III journey will establish the importance of being mentored and mentoring others. No one effectively navigates life without assistance and support from others more mature and seasoned. Mentors help people learn the basics of walking with Christ (disciplers), help people learn how to mature in depth in their Christian life (spirituality mentors), help people learn to do things (coaches), help people by giving wise advice to help them through situations (counselors), and help people learn necessary ideas and get perspectives (teachers).

The mentoring experience can impart new...

- Habits,
- Desires,
- Knowledge,
- Values,
- Competencies,
- Skills,
- Connections, and
- Resources

So that unrealized potential is tapped, destructive practices are eliminated, God's ordained destiny is realized, and one's legacy is established.

Areas that may require mentoring could include...

- Life stage issues,
- Knowledge on specific subjects or topics,
- Life or work experiences,
- New competencies and skills,
- Important values and lessons,
- Personal evaluation and assessment,
- Network introductions,
- New methods, practices, or strategies,
- Wisdom and discernment,
- Life and ministry experience,
- Timely advice,

- Key principles or insights,
- Organization influence
- Sponsorship, and
- Access to resources.

Objectives

These participant will benefit as follows ...

- Introduction to the importance of mentoring and being mentored.
- Description of intensive, occasional, and passive mentoring.
- Explanation of the nine different types of mentors.
- Learn the significance of the mentoring continuum.
- Develop a mentoring constellation.
- Understand the ten commandments of mentoring.
- Explore mentoring resources.
- Discover how to find a mentor.
- Study how to be a mentor.
- Create a mentoring contract.
- Implement mentoring steps.

Texts:

Connecting: The Mentoring Relationships You Need to Succeed in Life by Richard Clinton and Paul Leavenworth
Deep Mentoring: Guiding Others on Their Leadership Journey by Randy D. Reese and Robert Loane

Workbooks:

Phase III Workbook

This resource includes key articles such as *Understanding Mentoring*, guidelines, principles, concepts, and characteristics of mentors and mentees. In addition, a self-discovery workbook entitled *Mentoring – Focused Living* will guide the participant through defining mentoring, assessing what type of mentor you are and/or need, initiating mentoring, and empowering others you might mentor. The Phase III workbook also provides a framework for the gathering of various elements that will be used to develop your unique **Personal Mentoring Strategy**.

Requirements:

Dedicated Commitment

Personal growth through God's word. Spiritual empowerment through prayer. Integrity through accountability. Strategic focus through God's unique call.

Full Participation

Discussion informed by active involvement in the resources. Completion of reading and exercise assignments. Constructive challenge of presuppositions and biases.

Honest Accountability

A vulnerability to one another. A submission to the authority of the Holy Spirit. A desire for spiritual authenticity.

Willingness to Mentor and Be Mentored

The participant must be willing to be mentored and to mentor others in accordance with their unique wiring and spiritual maturation. They must be willing to pass on to others what they have learned along the way.

Resources:

- 1) **Connecting: The Mentoring Relationships You Need to Succeed in Life** by Richard Clinton and Paul Leavenworth
- 2) **Deep Mentoring: Guiding Others on Their Leadership Journey** by Randy D. Reese and Robert Loane
- 3) **Phase III Workbook**

End Product: Personal Mentoring Strategy

Format: Meet every two weeks for 1.5 to 2 hours

Cost: \$75/person includes all resources (books, workbook, and handouts)

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