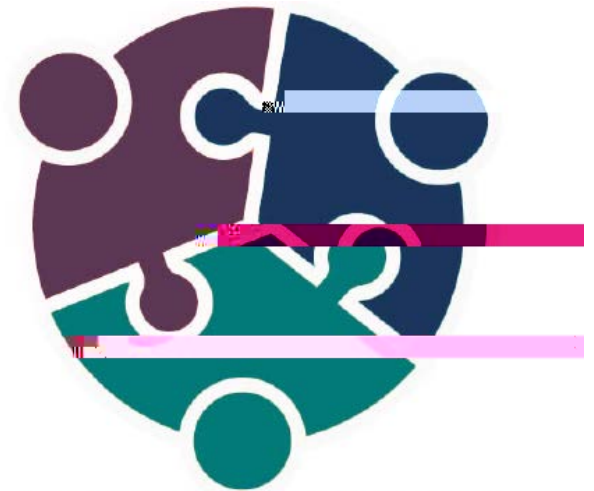


The role of mentoring in a VUCA world

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Session outline

Mentoring check in
Feedback
Intro to VUCA
 Presentation
 Practical exercise
Feedback
Topic for next session

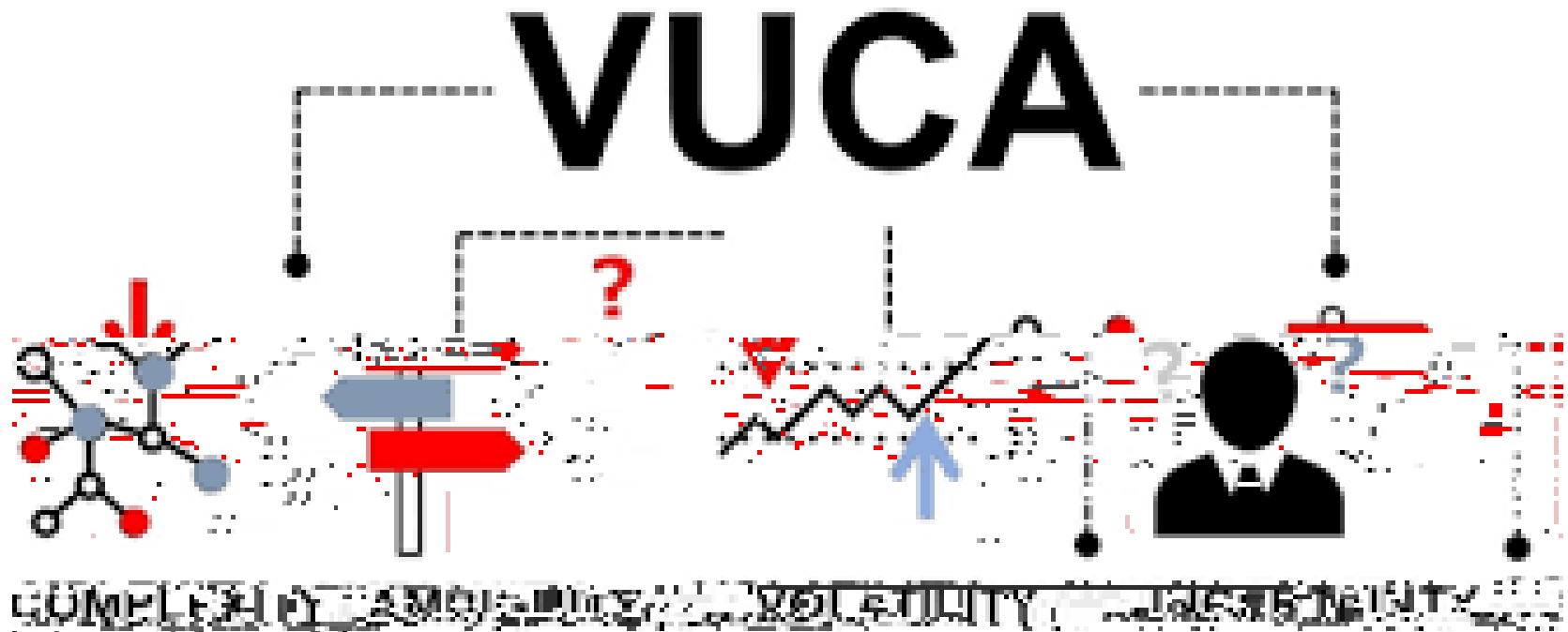


Mentoring check in

Reflecting on:

- How is mentoring going for you?
- What has been positive and/or surprising?
- What, if anything, have you been unsure about?
- Are there any questions that you have around your experience so far?

VUCA



What does VUCA actually mean?

Volatility - the speed of change

Uncertainty - the extent to which we can confidently predict the future.

Complexity - the number of factors that we need to take into account, their variety and the relationships between them.

Ambiguity - lack of clarity about how to interpret something.

Supporting a mentee through uncertainty

Certainty – what we are reasonably or very sure about and can therefore plan for

Partial certainty – high probabilities, but with some risk factors to any prediction, for which we can plan with contingencies and multiple scenarios

Uncertainty – what we have limited control over and need rapid reaction plans for

Chaos – what we can't predict or plan for, and so for which we need to have very strong radar

Supporting your mentee

A mentor can help mentees think through asking these questions:

What lies in each category?

How appropriate their current response is?

How they can improve their responses?



Process and mindset

Process and mindset changes are typically both required in a robust approach to manage uncertainty.

Process- How you gather and validate information, but also how you use that information to make decisions.

Mindset - How we perceive uncertainty in the first place.
View change as an opportunity rather than a threat

Useful questions

Community of Practice for Mentors

The next Community of Practice date will be announced via email

As a member of the community, you're very much invited to put forward your ideas and get involved. If you have any thoughts for how you would like the CoP to be different, give me a call or email me!

Equally, any questions or concerns about your mentoring experience, please say.

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ORGANISATIONAL DEVELOPMENT

Thank You



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