

# The Co- Mentoring Guidebook

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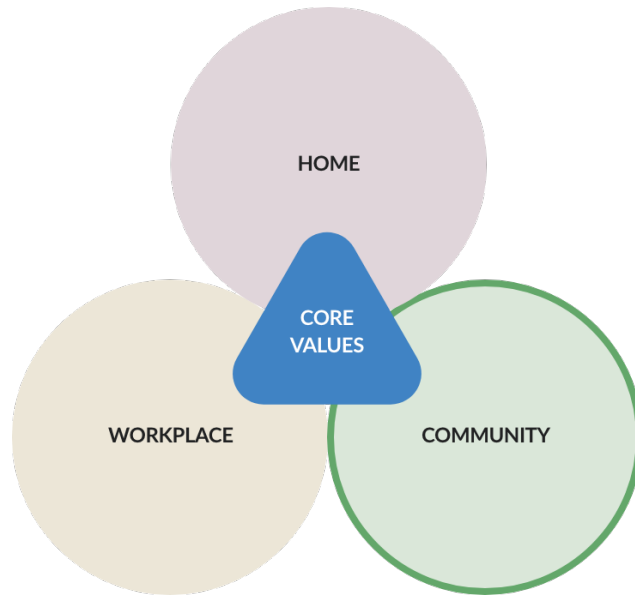
Find a mentor, Be a mentor

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RESTORED LEADER

# The relationship model



## **Core Values:**

Undeniable truths that help you make sense of self and the world.

## **Home:**

These relationships are those you consider “family”.

## **Community:**

They are your friends, neighbors and places of worship.

## **Workplace:**

These relationships are with your professional colleagues and customers you serve.

## INTRODUCTION

# Co-Mentoring

The pressures of leading can become exhausting. You may feel that your leadership development takes one step forward, and then the busy-ness of life creeps in and forces you to take two steps back. In order to keep pressing forward, you need to link arms with other leaders. The Restored Leader has designed the Co-Mentoring program to help you connect with others who are on a similar intentional leadership development journey.

Mentoring is empowering others by freely giving of your God-given resources - time, talent and wisdom. Mentorship is important for leaders, but we know that it can be hard to create a healthy mentoring relationship without guidance.

That's where Co-Mentoring comes in. Co-Mentoring happens when two people are uniquely empowering each other, being intentional about their needs and showing up for one another. This kind of relationship leads to growth in empathetic leadership through listening with attentiveness to one another's stories.

The Restored Leader's Co-Mentoring program helps you:

- Be known, accepted, and understood as you share your story.
- Build meaningful relationships with another intentional leader.
- Grow your mentoring skills by sharing your time, talent and wisdom.

# Relationship dynamics

There are four relationship dynamics of mentoring that need to be considered, and it can be helpful to ask yourself these questions before you enter into Co-Mentoring. Set yourself and your Co-Mentor up for success by laying a foundation of clarity and intentionality.

Foundational dynamics:

Aspiration - What qualities about your mentor do you aspire to have?

Outcomes - What do you hope to see change in your leadership at home, work and community?

DEEPENING DYNAMICS:

Responsiveness - How you want your mentor to listen and give feedback?

Accountability - How do you want your mentor to keep you focused throughout the season?

## The Co-Mentoring Process

### **Eight 60 minute sessions**

TRL Co-Mentoring happens in 60-minute sessions once a week over the course of 8 weeks. With a focus on building relationships that empower one another, you'll engage in these sessions using a self-guided format of three 20 minute sections.

### **The 20/20/20 format**

This meeting structure will enable you and your Co-Mentor to split your time evenly between listening, responding, and reflecting, with 20 minute blocks for each stage of the conversation.

### WEEK 1 - BEGIN THE JOURNEY

This first week is the “getting to know you” phase, so keep it simple by establishing parameters of how to relate to each other.

Talk through the aspirations that you've previously identified:

What qualities that you admire about your mentor do you aspire to develop within yourself?

What do you hope to see change in your leadership at home, work and community?

## WEEKS 2-3 - BE KNOWN, SHARE YOUR STORY, LISTEN DEEPLY

These sessions are where you can begin to use the 20/20/20 format. One week you will share your story and your Co-Mentor will be the listener. Switch roles the following week.

A 20/20/20 session looks like:

- Share a 20 minute narrative about yourself. Your Co-Mentor will keep time and allow for the full use of time.
- Respond for 20 minutes. After listening without interruption, your Co-Mentor will tell you how your story impacted them. Focus on being present as you listen to their response, without judging or correcting.
- Reflect for 20 minutes. After hearing your Co-Mentor's response, do you feel known in your story?

\*TIP- Your listening posture matters. It sets the tone for the mentoring relationship and can make or break the dynamics of a rich relationship.\*

- Lastly, always end with gratitude:  
What are you thankful for from this session? Be specific and sincere.

The next steps after sessions 2-3 will be to choose who will be the Mentor and Mentee for the next session. You will alternate between these roles over the next 4 weeks.

- Mentee: Get ready for mentoring in week four by preparing thoughts around the themes you want to be empowered in. Don't try to focus on every theme at once - choose one to focus on during each mentoring session you have.
- Mentor: Prepare to listen intentionally.

## WEEKS 4-7 - THEMATIC MENTORING

You've shared your stories, and now it's time to get down to the nitty gritty. These sessions are for honing in on the specific themes you've identified that you want to grow in, and working with your Co-Mentor to accomplish that. Focus on empowering one another through committing to your Co-Mentor with your time, talent, and wisdom.

Use the 20/20/20 method once again for sharing, responses and reflection.

- Mentee - Your job in this role is to identify the theme you want to focus on and specifically ask your co-mentor to show up in the areas of responsiveness and accountability.
- Mentor- Your job in this role is to listen and respond with empowerment, noticing the relationship dynamics at play.
- Lastly, end with gratitude. What are you thankful for from this session? Be specific and sincere.

## WEEK 8 - REFLECT ON THE JOURNEY

In your last meeting together, reflect on your journey by asking and processing:

- What happened over the last 7 weeks?

- What did you learn about yourself and your Co-Mentor?
  
- End with gratitude - take time to sincerely thank your Co-Mentor for their commitment to walking through this journey with you.

Answer:

Do you want to begin another series of conversations? If yes, when would you like to start?







## ABOUT THE AUTHOR

Darren Ho empowers leaders to live without compromise by redeeming their Core Values.

He knows that all leaders face daily pressures from the world; leaving them feeling exhausted, frustrated, hesitant, and often like they're chasing after the wind. Darren founded The Restored Leader – a leadership coaching firm – in 2017 to help clients redeem, protect and live their Core Values. As a result, leaders create authentic narratives, giving them confidence and joy in their leadership formation.

Originally from the Los Angeles area, Darren is a first generation American citizen. He and his wife and three children currently reside in Indianapolis, Indiana. Before that, the Ho family lived in Asia and Europe for 11 years and as a result, are passionate global citizens.

Darren earned his Bachelor of Science in Business from the University of Southern California. He received his Executive and Organisational Coach education from the International Executive Coaching and Leadership and is a Professional Certified Coach (PCC) of the International Coach Federation. He is also currently pursuing a Master of Arts in Theology at Fuller Theological Seminary.