

## LEA LDP Mentoring Program

Today's leaders are faced with the reality of operating in increasingly unpredictable, ever changing environments, encapsulated by the term VUCA: volatile, uncertain, complex and ambiguous. In response, many report they are struggling to cope, feeling overwhelmed, stressed and confused... .. Understandably.

Our experience coaching and mentoring leaders from a vast range of industries has demonstrated that those who develop an organisation-wide culture of coaching and mentoring prosper in the VUCA world. These leaders take an exploratory approach to leading in complexity, such that they find the VUCA environment engaging and stimulating.

This program will provide leadership and mentoring knowledge, skills, process and mindset for a cohort of mentors to support LDP mentees.

The interactive two-year program will provide mentors with an opportunity to further refine their mentoring skills and give back to the broader Lutheran Education Australia community.

### How the program is designed:

- The mentoring program is contemporary in its design and informed by QUT's acclaimed *Leadership through Coaching and Mentoring* (LCAM) practice. Through this, mentors will develop leading edge skills to guide the LDP cohort in this significant personal and professional growth opportunity.
- Content is aligned to real-world research in how to best work with and develop mentees in all contexts.
- We will provide you with frameworks to build on complexity in leadership principles which will support your day-to-day in running your school and community.
- The program will be supported by a 360 degree profiling tool (TLC). This will be provided to all mentees (and optionally) to mentors, in order to provide robust feedback, developmental opportunities as well as consistency of growth and learning between mentors and mentees.
- The mentor program will be supported by a QUT monitored and driven community engagement site for mentors, which will be populated with contemporary resources. It will be an avenue for information, mutual peer support, rich conversation, and shared problem solving.
- The Mentoring program will also comprise Action Learning groups facilitated by QUT's Professor of Practice Dr Brett Heyward, who will facilitate mentor group meetings each term (eight times throughout the program) in order to support mentors, engaging in capacity building problem solving and personal development for the mentors.



### **Program design principles – How we're building this with you:**

- Practical and experiential, including rich and practice-based discussion focused on the mechanisms, complexities, strategies for problem-solving, and relationship building.
- Grounded in the Growing Deep principles and capabilities. The adherence and respect for the Growing Deep framework will be included in the program design.
- Designed around a common approach and common language between mentors and mentees, supported by easily accessed documents that include processes, expectations, and goals of the program.
- Clarity about the expressed goals of the program, and how it improves outcomes.
- An opportunity for deep connection with each other (as well as with mentees) to forge relationships across the system.
- A Mentoring Program community site will be established for the exclusive use of LDP mentors. The site will house the goals and objectives of the program, along with supporting documents, videos, 'how-tos', and information about The Leadership Circle (TLC) profile, etc.

### **What is involved?**

Through your two-year involvement in the LDP program, you will participate in:

- An online orientation with QUT to explain the mentoring program.
- An initial two-day workshop in Adelaide to participate in the *Leader as Coach* program. Here you will develop deep relationships with your cohort as well as meet your mentees.
- You will be a participant in the *Leader as Coach* (part two) one-day workshop, in order to develop shared language, approaches and mindsets towards mentoring.
- And throughout the two years we will engage in eight Action Learning Group (group coaching) conversations with this community of mentoring practice to share what's working in our schools, in our mentoring and what some of the challenges are we're facing.

### **The Leadership Circle (TLC)**

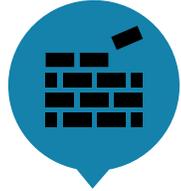
- Mentors will be encouraged to complete a 360-degree profiling tool (TLC) and their mentees will have completed one at the start of their LDP journey.
- Mentor completion of the TLC will achieve a few important key objectives.
  - First it will help create a common language and bond between the mentors and mentees as they each engage in their own process of self-discovery.
  - Second, it will substantially enhance the ability of the mentors to understand the profiles of the mentees and help them process the information and develop capability around the TLC.
  - Third, the TLC would also constitute a substantial developmental opportunity for mentors.
  - Fourth, the TLC strongly reinforces the concepts of reflective learning, building self-awareness, and adopting a continual growth mindset (from the Growing Deep framework) – and which will also be an anchoring concept in both the LDP as well as the Mentoring Program.
- Participation in TLC is optional for mentors and will be at the mentors own cost (\$2,000). Schools may decide to support the mentor financially as part of their professional learning to undertake this learning opportunity.

[View this video of Prof Brett Heyward as he introduces the Mentoring Program](#)



**April**

**Recruiting** Mentors and matching with Mentees (LEA)



**June**

Opening of Mentoring **community of practice** site (QUTeX)  
Information about July workshop provided



**July**

**Face to face Workshop**  
**Sessions will include:** Sharing of best practice in mentoring, and opportunity for practice and reflection. Mentor-Mentee process of understanding approach and content around the TLC profile and how to best mentor to encourage leadership growth with their mentee.



**Sept**

**Group coaching** sessions plus additional virtual classrooms

2022