



Mentoring P2P

Case Clinic & Working Out Loud

Christina de Vries |  @itacscdv

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The Magic of Mentoring

Truth #1

Everyone can be a mentor.



Truth #2

Mentoring isn't necessarily about the WHAT.





Truth #3

You'll never be done being a mentee.



Surprise!
Mentoring can
***also* be done**
in 70 min.



What is your mentoring need?



Open Source Option #1

**Ad-Hoc Mentoring
with the Case Clinic**

by Presencing Institute

STEP 2 OF 7

Time : 15 minutes

14:54

START TIMER

Activity :

Intention statement by case giver.

Take a moment to reflect on your sense of calling. Then clarify these questions:

- Current situation: What key challenge or question are you up against?
- Stakeholders: How might others view this situation.
- Intention: What future are you trying to create?
- Learning edge: What do you need to let-go of – and what do you need to learn?
- Help: Where do you need input or help?

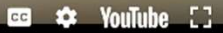
Coaches listen deeply and may ask clarifying questions (don't give advice!)

u.lab 1x: Case clinic instructions



MORE VIDEOS

7:11 / 22:35



CASE CLINIC



- PRINCIPLES**
- The case should be a leadership challenge that is current and concrete.
 - The case giver needs to be a key player in the case.
 - The participants in the case clinics are peers, so there is no hierarchical relationship among them.
 - Don't give advice; instead listen deeply.

OVERVIEW

Case Clinics guide a team or a group of peers through a process in which a case giver presents a case, and a group of 3-4 peers or team members help as consultants based on the principles of the U-Process and process consultation. Case Clinics allow participants to:

- Generate new ways to look at a challenge or question
- Develop new approaches for responding to the challenge or question

USES & OUTCOMES

- Concrete and innovative ideas for how to respond to a pressing leadership challenge
- High level of trust and positive energy among the peer group
- Use with Mindfulness and listening practices

AN EXAMPLE

Participants of a master class program form peer learning groups. They do their first case clinic while they are in the program, and then use the process for monthly phone calls that allow each participant to present a case.

PURPOSE

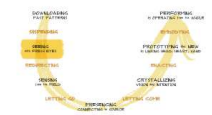
To access the wisdom and experience of peers and to help a peer respond to an important and immediate leadership challenge in a better and more innovative way.

RESOURCES

C. Otto Schärmer, (2009) Theory U: Learning from the Future as it Emerges. Berrett-Koehler: San Francisco.

SET UP

- People & Place**
- Groups of 4-5 peers
 - Sufficient space so that groups can work without distractions
- Time**
- A minimum of 70 minutes is required
- Materials**
- Chairs for each group to sit in a circle or around a table.
 - The handout of the process



WIIFM?

- Fresh on-topic input when needed
 - Reasonable effort, simple structure
 - No special resources, no heavy process
 - Free guide and timer tool
- 
- A woman with long brown hair, wearing a white short-sleeved top and a bright yellow patterned skirt, is captured mid-jump. She is smiling and has her arms outstretched, with her hair flying in the air. The background is a clear, bright blue sky. She is jumping over a concrete ledge or wall.

Open Source Option #2

12 Weeks Working Out Loud

by John Stepper





Working Out Loud Circles

THE POWER OF PEER SUPPORT

"The best personal & group development I have ever done"

"Made my world bigger"

"...Positively and genuinely life-changing..."

A Working Out Loud circle is a peer support group of 4-5 people in which you ask yourself 3 questions:

Circle Guides v4.51

(Last update: February 18, 2018. [Click to open a PDF](#). Scroll down for German. [Click here for Portuguese.](#))

Getting Started

Week 1: Attune your attention

Week 2: Offer your first contributions

FIVE ELEMENTS of WORKING OUT LOUD

John Stepper

Relationships

ARE AT THE
OF WOL



THE PATH TO
KNOWLEDGE IS
VIA OTHERS

Generosity



WE ARE
WIRED FOR
RECIPROCAL
ALTRUISM

THE CURRENCY OF REAL
NETWORKING IS GENEROSITY

Visible Work



AMPLIFY
WHO YOU
ARE &
WHAT YOU DO



EXTENDS
YOUR
REACH

Purposeful Discovery



HAVING A LEARNING
GOAL IN MIND
ORIENTS YOUR ACTIVITIES

Growth Mindset



DEVELOP AN OPEN,
CURIOUS APPROACH TO
WORK & LIFE

Sketchnote by: Tanmay Vora | @tnvora | QAspire.com



Working Out Loud Circle Guide

Version 4.5 - January 2018
Created by John Stepper

Week 8: Make it a habit

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For more information, including a customizable version of the Circle Guides for your organization, contact john.stepper@workingoutloud.com.

What to expect this week

Although you've spent seven weeks thinking of your goal in terms of people and contributions, you're still working on making it a habit and mindset. It's natural, for example, to struggle with finding time to work your list or remembering to follow up. This week, you'll explore ways to reinforce your new habit so it takes less effort and feels increasingly natural, and to overcome the inevitable challenges and setbacks. Then you'll practice empathy (again) in a way that might surprise you - and will certainly distinguish you.

Suggested Agenda for Week 8

1. Check-in	10 mins
2. Exercise: The Habit Checklist	20
3. Exercise: Create your own progress chart	10
4. Exercise: "I'd like to introduce you to..."	15
5. Voice your intention	5

1. Check-in (10 minutes)

During this week's check-in, consider questions like "What has been the best thing so far for you?" It may be new relationships, new opportunities, or just new ways of thinking about your goals. Focus on listening to each other, and be sure to celebrate any progress.

2. Exercise: The Habit Checklist (20 minutes)

I used to think of myself as a procrastinator, someone who puts things off and doesn't have a lot of self-discipline. Then I learned that those labels and behaviors were less about my DNA - the kind of person I am - and more about my habits. And habits can change.

John Stepper

on WOL as P2P Mentoring Tool



Good peer-to-peer mentoring requires a balance of structure and flexibility.



WOL Circles offer this balance, and do so in a safe confidential space that encourages experimentation and a natural give-and-take between members over 12 weeks.



A man and a woman are jumping joyfully on a beach. The man is on the left, wearing a white t-shirt, dark shorts, and sunglasses, with his arms outstretched and a wide smile. The woman is on the right, wearing a striped dress and sunglasses, with her arms raised high and a joyful expression. The background shows a clear blue sky with some clouds and the ocean waves crashing onto the shore.

WIIFM?

- **12 weeks support for your specific goal**
- **Clear, but flexible structure**
- **A lasting network of like-minded people**
- **Free guides and an active community**

Both approaches feature:

Free choice of participants

Readiness & availability

Customization to meet individual needs

Leveraging the potential around you





Form a circle.

Decide on the technique.

Arrange for time and space.

Commit yourselves to it.



Sources:

www.presencing.org &
www.workingoutloud.com

Feel free to reach out on
Twitter, LinkedIn, XING, itacs.de etc.