

Mentoring for Effective Nature Conservation

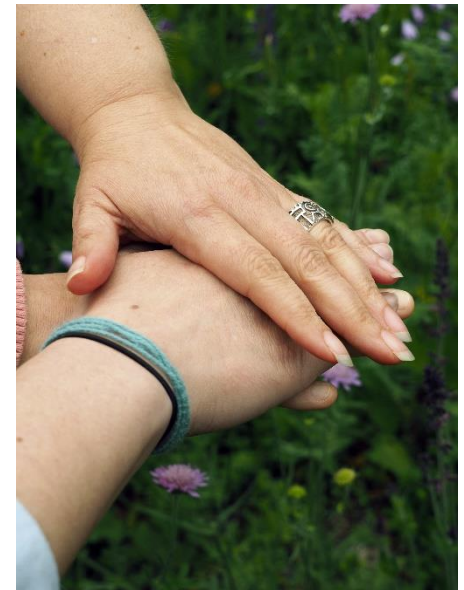
Information Session

26 November 2024



Why are we here?

- Legacy of MAVA Foundation / MAVA Leaders for Nature Academy
- Cooperation with Mowgli Mentoring, now The Human Edge
- 1st MENC cohort 2022, 2nd cohort 2023/2024, 3rd cohort 2024/2025

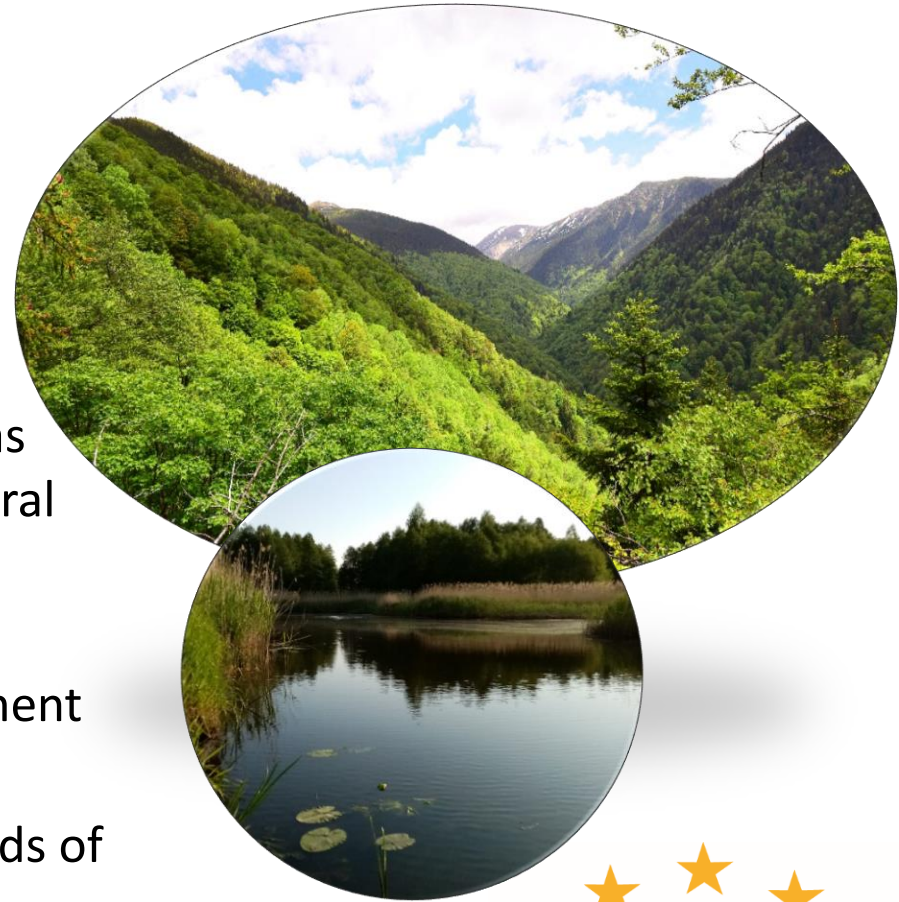


Objectives:

- growth and self-development of staff members of nature conservation organizations
- increase satisfaction of participants with own work and stimulate motivation
- maintain and strengthen network as well as nature conservation sector as mentoring helps to increase trust among people and organisations and strengthens collaboration

About EuroNatur

- Protection of large-scale natural as well as ecologically valuable cultural landscapes in Europe
- Protection of wildlife, but also for ecologically sustainable development of the region
- Long-term projects, involving needs of local people
- Cooperation with local partner organisations



About The Human Edge

- human-centred learning and development of initiatives and programmes
- mentoring and coaching expertise → equipping people with tools, approaches and skills to overcome challenges, build stronger relationships, steer organisations forward and achieve greater impact

**The
Human
Edge**

What is Mentoring?

- 360 degree long-term trust-based relationship
- Focused on empowerment of the mentee's core; growth, leadership & behaviours
- Mentor challenges & supports mentee to enhance confidence, motivation & build resilience
- Mentor receives no payment, purely voluntary
- Relationship orientated / peer-to-peer
- 2-way value flow

To support and encourage people to manage their own learning in order that they may maximize their potential, develop their skills, improve their performance and become the person they want to be.
(Parsloe, 2000)

	Training	Consulting	Coaching	Counselling	Mentoring
Value Added	Specific skills & knowledge, curriculum, structured	Expertise, tangible output, solutions offered	Structured questioning, listening, accountability	Making sense of the past	Guiding, inspiring, empowering, sharing perspectives & experience
Who leads?	Trainer	Consultant	Coach	Counsellor / Therapist	Mentee supported by mentor
Type of relationship	Vertical, professional, one-way	One-way/ professional & formal	Professional, formal, contracted	Professional/ specialist	Informal, peer-to-peer, two-way
Duration	Short-term/ specific	Short-term/ specific	Short/ Medium-term	Medium/ Long term	Medium/ Long term
Paid or voluntary	Paid	Paid	Paid	Paid	Voluntary
Key questions asked	What	How to do	How to be & do	Who am I	How to be & why (purpose)

Time commitment

- Application interview by beginning of January (calendar week 2 and 3)
- THE online Foundation Module, What is mentoring?
- Mentor training: 6 online sessions of 2 hours in February and March
- Mentee preparation: 2 preparation workshops in February and March
- Relationship building workshop: 2 hours in March
- Getting started workshop: 2 hours in April
- Regular meetings between mentors and mentees (at least one per month)
- Check-in calls and optional peer meetings
- Refresher session in May
- Final meeting in October

Costs

- Compensation for administrative expenses 200 € → exemption from costs possible

Mentor Training

Become an Effective Mentor!

Objectives:

- Gain mentoring and coaching skills
- Deepen your self-awareness to be a better leader and mentor
- Get to know models and tools to use in mentoring

Module 1

Understanding
Mentoring and
Relationships

Module 4

Practicing
Mentoring and
New Tools

Module 2

Practicing
Mentoring and
Giving Feedback

Module 5

Exploring the
Mentor Toolkit

Module 3

Listening and
Asking Effective
Questions

Module 6

Setting up your
Mentoring
Relationship for
Success

Mentee Benefits

A learning journey to:

- Understand your role as a mentee, how you can empower yourself
- Deepen your self-awareness to be a better leader
- Work on your challenges/interferences and find solutions
- Boost in confidence and unlock your potential
- Get exposure to peer experiences and networks in the conservation sector



Who can join?

This programme is mainly intended for employees of nature conservation organisations from Europe and the Mediterranean Basin. Other applications might also be considered.

Interested mentors and mentees need to

- be open-minded
- be ready to learn
- be committed to nature conservation
- have been employed with their organization for at least one year

To apply as a mentor you should

- have good communication skills
- be a good listener
- be able to show real interest in the mentee and their development
- have at least seven years of professional experience

Next steps to join

Apply by 22 December 2024 midnight

Application interviews beginning of January

- Mentor training: 6 sessions between 06 February and 20 March 2025
- Mentee preparation: 2 workshops on 18 February and 11 March 2025
- Relationship building workshop: 21 March 2025
- Getting started workshop: 03 April 2025

Book the dates in your calendars!

For more information and application go to www.euronatur.org/mentoring

Any questions? Contact Leonie and Nadya at mentoring@euronatur.org

” I am very grateful that I had this opportunity to meet such extraordinary people who are willing to change the world and make it a better place, starting by developing themselves! ”



Konstantinos Perikleous, Terra Cypria, Cyprus

Some voices from previous cohorts

” I am grateful for the opportunity given to be part of this programme. I believe it is essential that programmes like this continue to exist, as they give professionals the support and preparation they need to ensure the conservation of our nature.

”



Ledi Selgjekaj, PPNEA, Albania

” It was great to be able to organise time in a week to reflect: that is something we rarely have time to do. Just preparing for the sessions with my mentor was so valuable. This is a habit I would like to keep even after our programme ends. ”



Paula Počanić Vovk, Biom, Croatia



We hope to see you soon!