

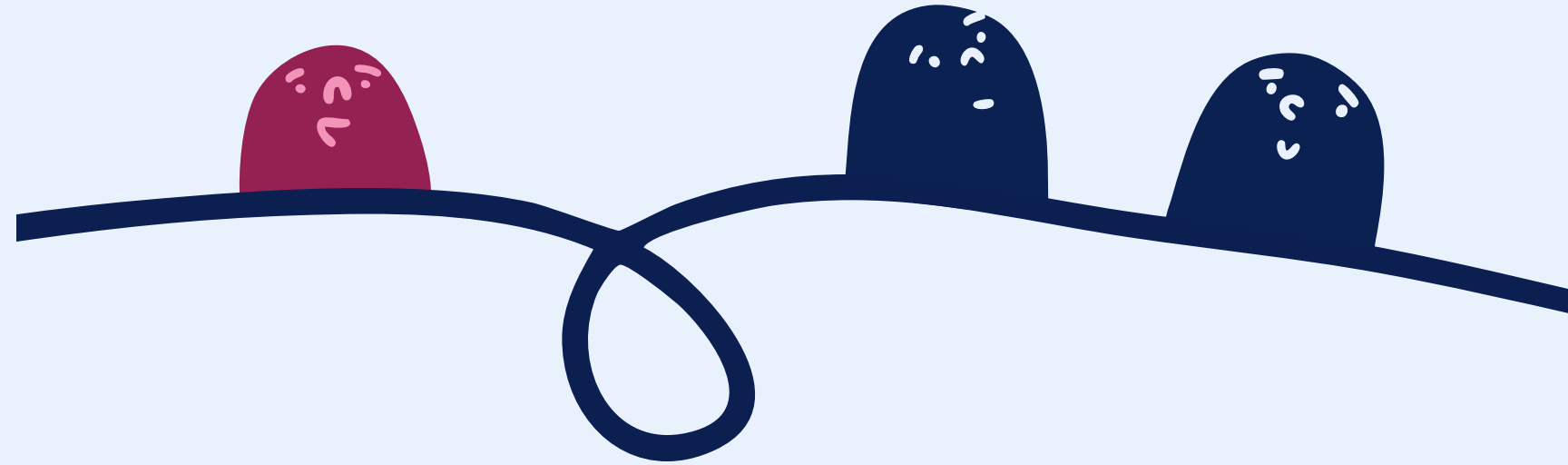
# Redefining Mentoring in Unique Communication Scenarios



What do we need to know, and do, to deliver systems level change and evidence-based practices in peer mentoring for people sharing the experience of communication disabilities.

Partnership: Two Way Street, AGOSCI and our community.





## Disclosures:

- Janelle is the owner and salaried director of Two Way Street.
- Margie is an employee at Two Way Street.
- Two Way Street have funded conference attendance for both.

## Photo consent:

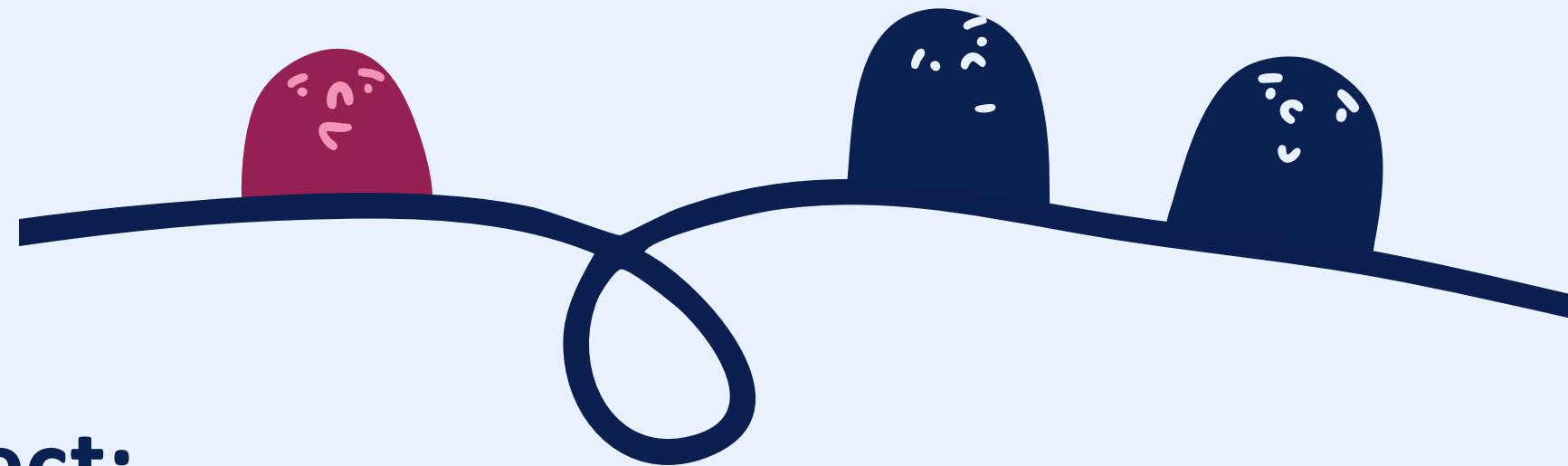
Two Way Street give photo permission for this presentation.  
It will also be available on our website following the conference  
**[twowaystreet.com.au/mentoring](https://twowaystreet.com.au/mentoring)**

# Imagine the future

The project: Re-defining mentoring in unique communication scenarios.

What do we need to know, and do, to deliver systems level change and evidence-based practices in peer mentoring for people sharing the experience of communication disabilities.





## About the project:

**Title: Redefining mentoring in unique communication scenarios.**

What do we need to know, and do, to deliver systems level change and evidence-based practices in peer mentoring for people sharing the experience of communication disabilities.

Partnership: Two Way Street, AGOSCI and our community.

Funded by: Australian Government Department of Social Services under the NDIS ILC program



## 3 years – 3 phases

July 2024– June 2025.



**Phase 1 – Learn**

July 2025– June 2026



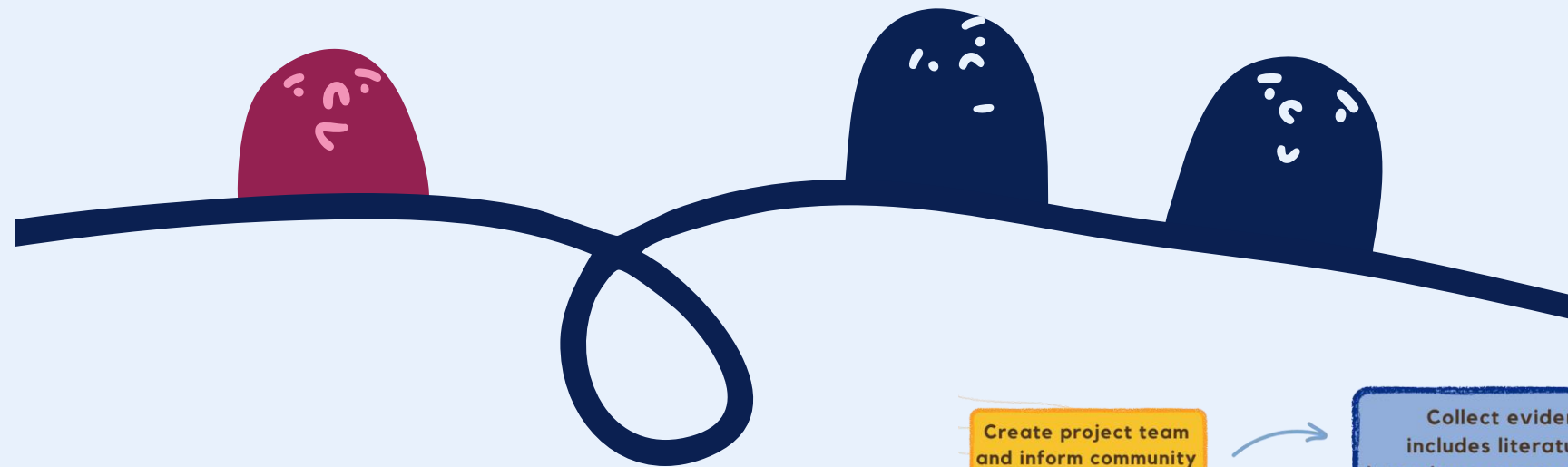
**Phase 2 – Create and trial**

July 2026– June 2027.



**Phase 3 – Toolkit**

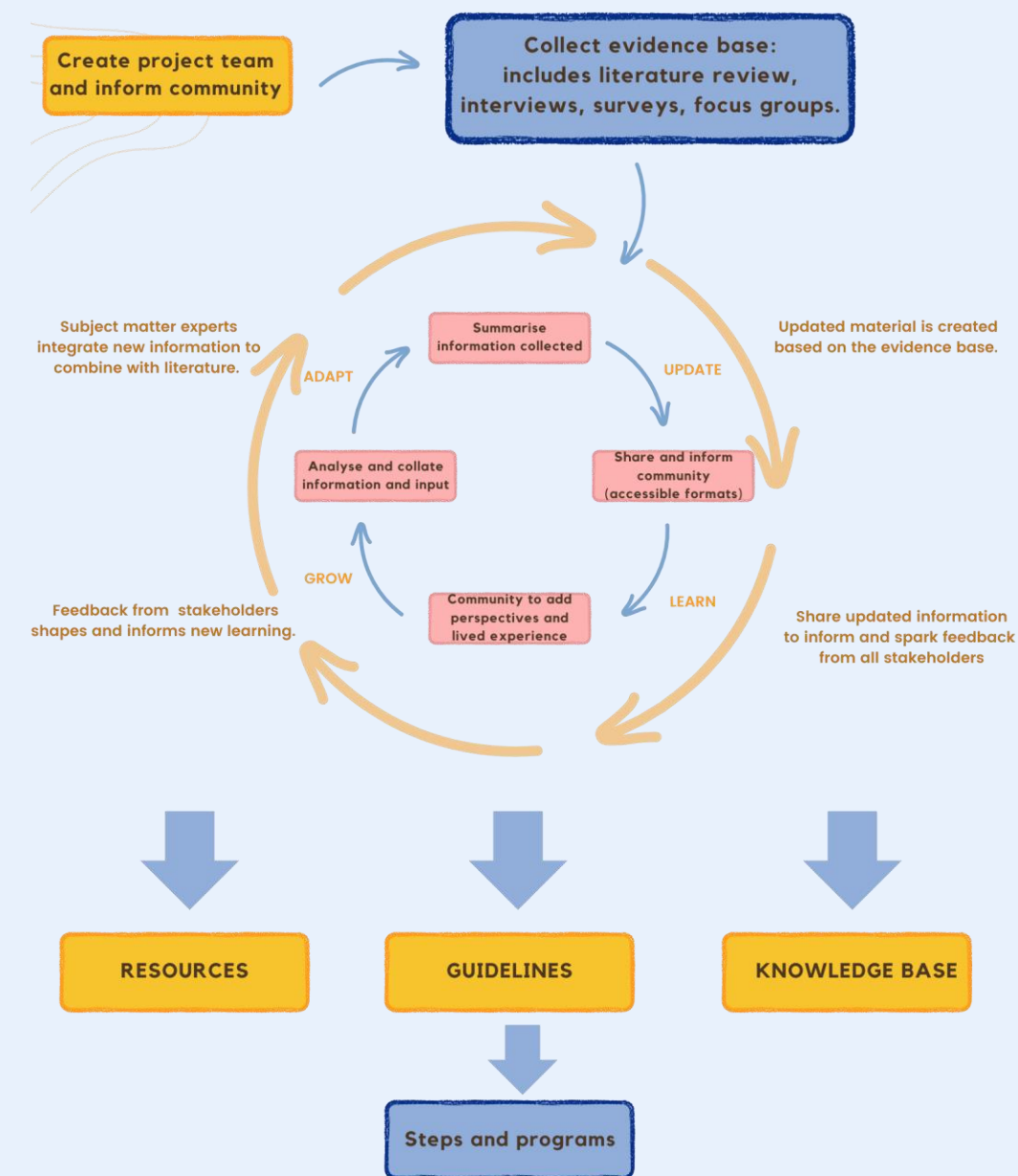




# Learning loop

*Whole of community involvement*

*Please get involved!*



## What is mentoring?

Mentoring is when people come together to achieve specific goals.



## Who is involved?

### Mentors

- Experienced and knowledgeable
- Provide guidance, support and advice
- To navigate challenges, develop skills or gain insights
- Offers encouragement, shares wisdom and coaches the mentee

### Mentees

- Less experience and knowledge on the topic
- Receives guidance, support and advice
- Seeks to learn
- Open to learn



# What could mentoring be?

## A Two Way Street!

A process whereby individuals (mentees) access opinions, perspectives and experiences of other people (mentors) in situations where there is common ground or shared experience.

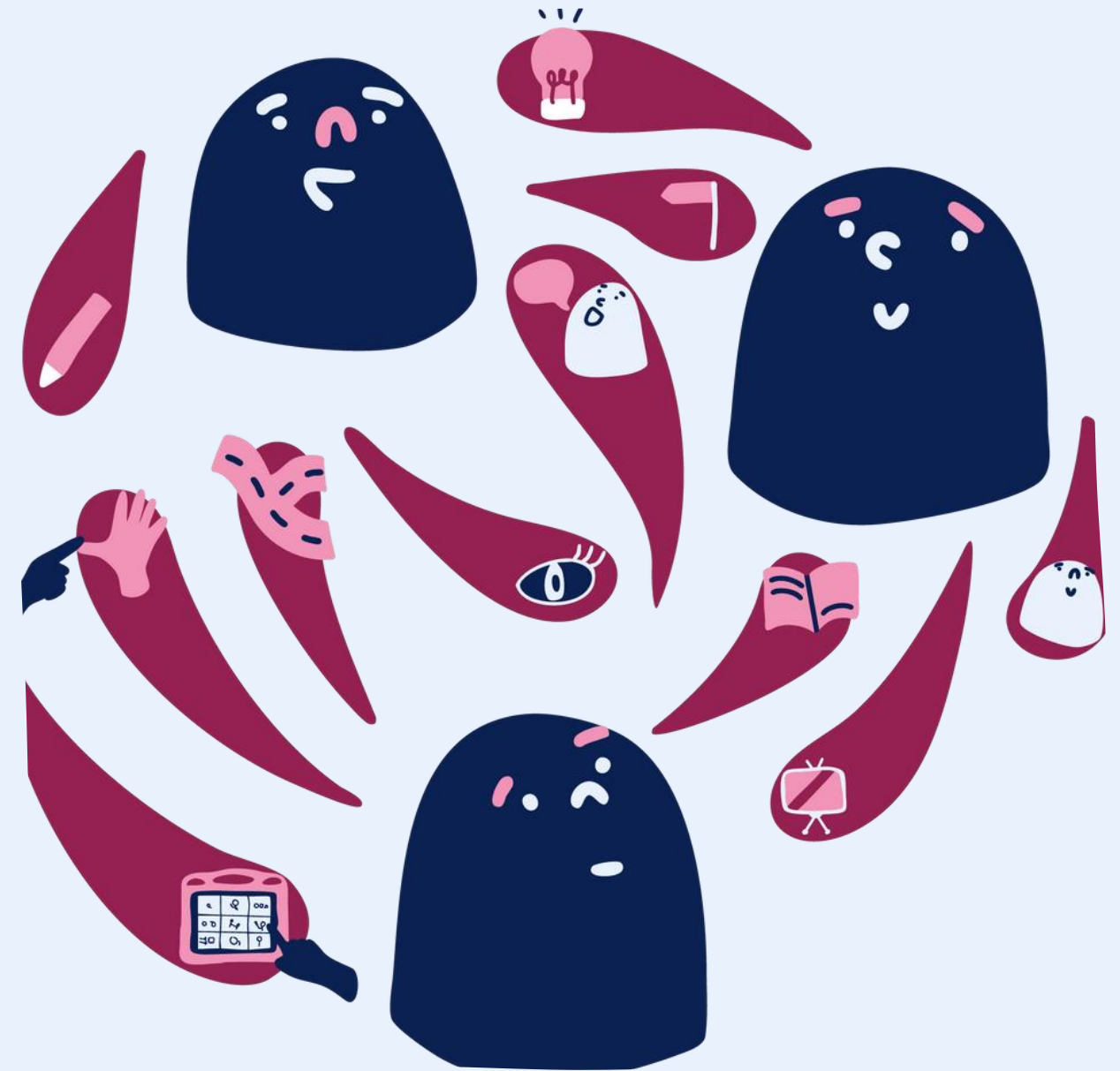
Then.....

When making decisions or planning next steps, the mentee filters what the mentor shares based on their own core beliefs, personal goals and interests.



# Most importantly!

The key outcome of mentoring is that the individual can make those decisions for themselves.



## The benefits

The Both mentor and mentee  
can benefit from mentoring  
relationships



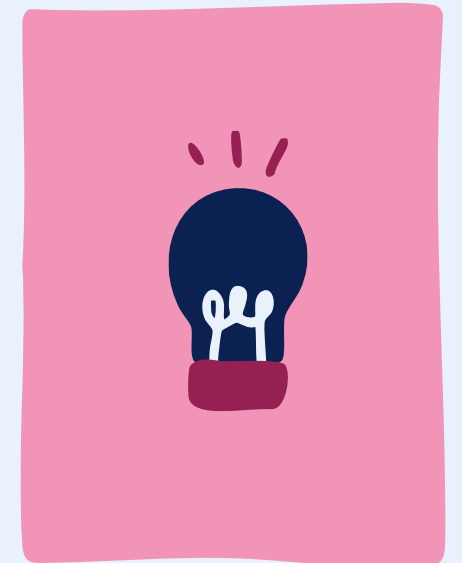
# The benefits

## Mentors

- Share expertise
- Develop skills such as leadership and interpersonal skills
- Learn new perspectives from mentee
- Strengthen own knowledge through teaching
- Experience sense of achievement and personal satisfaction of supporting others to grow

## Mentees

- Gain skill and knowledge
- Receive valuable advice and feedback
- Improve confidence, achievements and self advocacy
- Expand networks, and sense of belonging
- Gain strategies that they can draw upon through life.





## Key features

### Successful programs have:

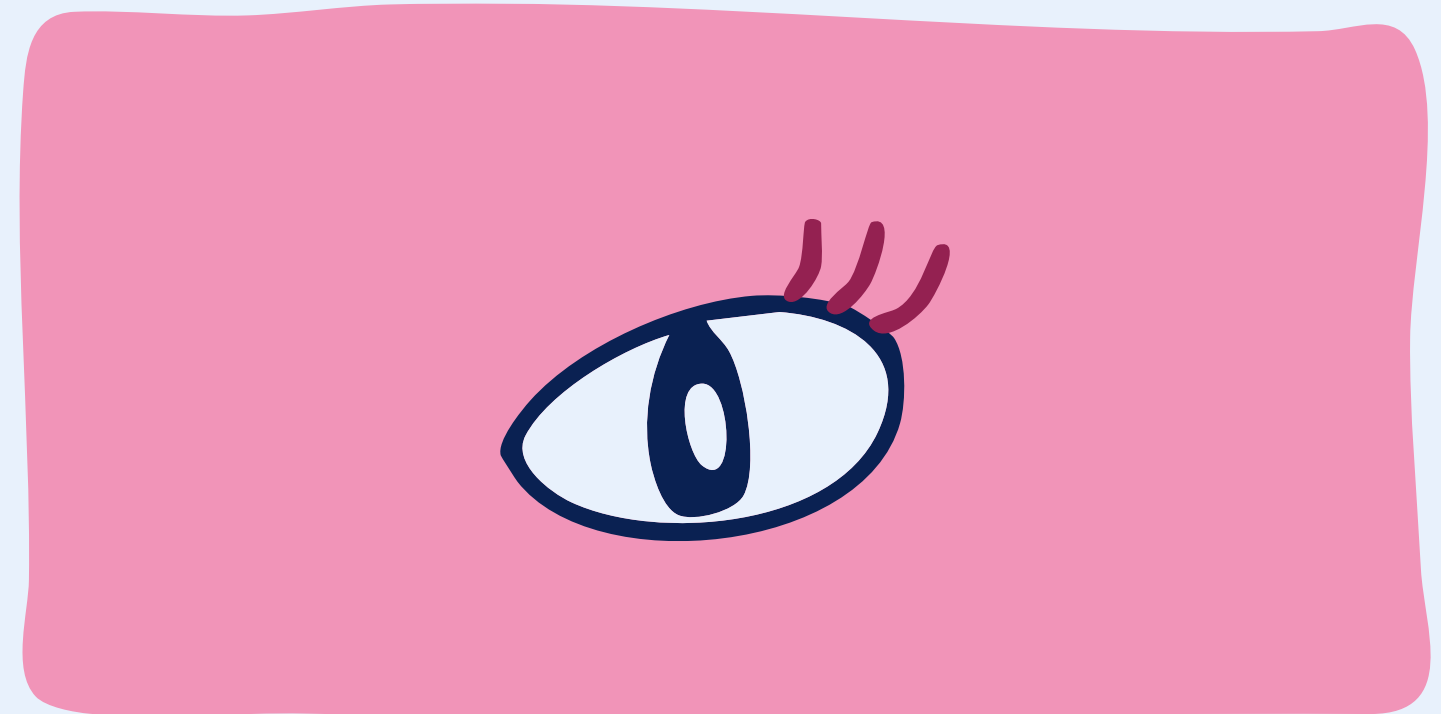
- Simplicity
- Diversity in opportunities and flexibility
- Mentee directed
- Clear expectations



## Challenges:

### For PWCD in existing programs:

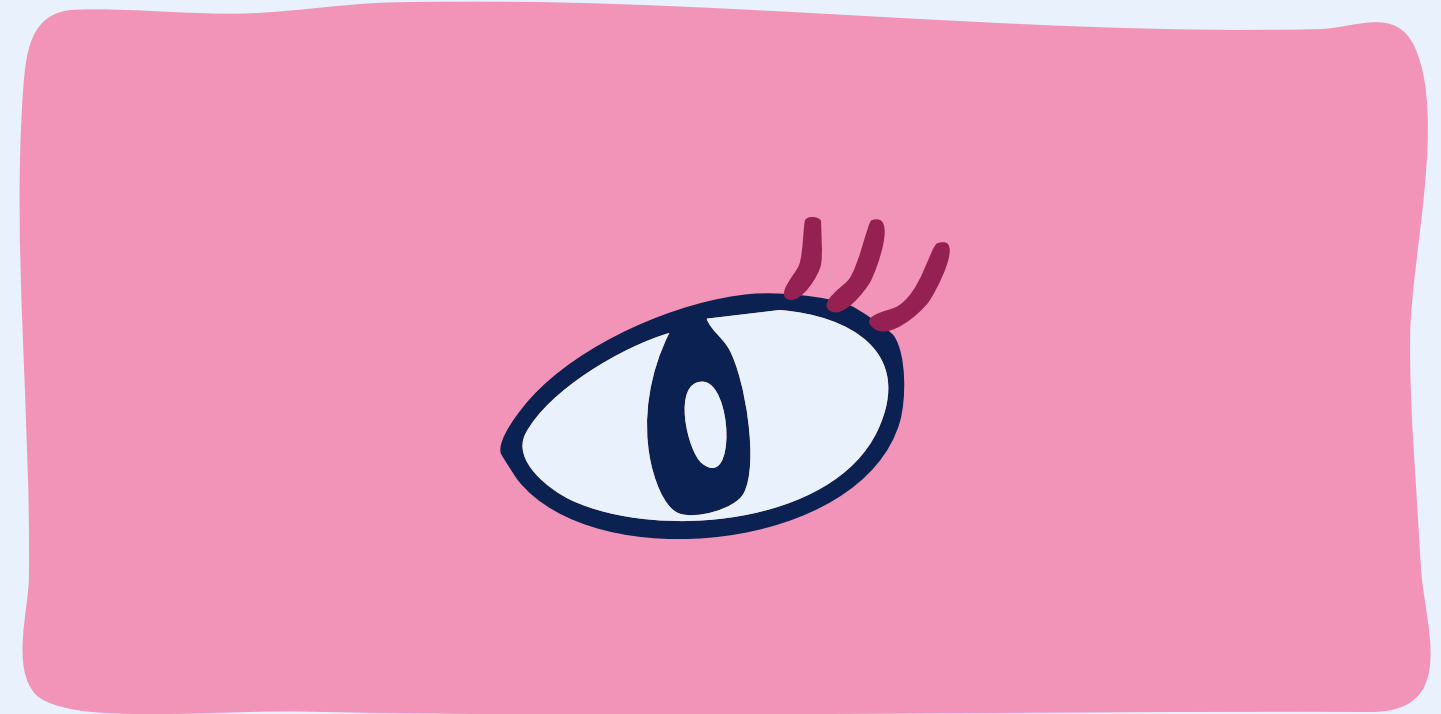
- The “one-size-fits-all” approach program design
- Limited mentor training and awareness
- Inflexible communication formats and a reliance on communication within the mentorship process
- Lack of role models and self-advocacy focus



## Additional access challenges:

### For PWCD in mentoring:

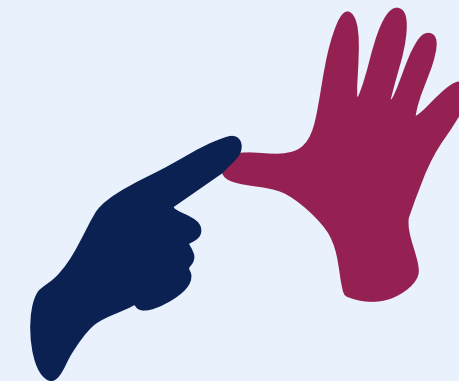
- Communication and different ways of communicating
- The reliance of communication partners/support
- The reality is that communication takes longer for PWDC.
- Motivation



## Margie's thoughts...

### What I look for in a mentor

- Experiences of being a mentor, and a mentee
- Mentoring can be informal, even unspoken
- What do I look for in a mentor?
- How can I learn from someone?

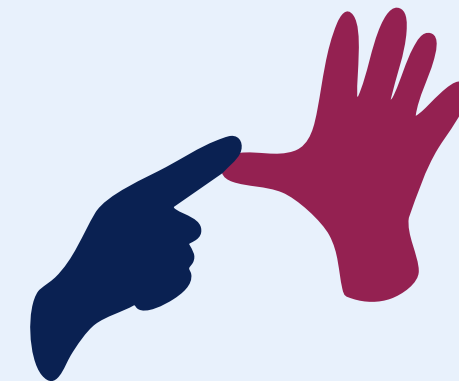




## Margie's thoughts...

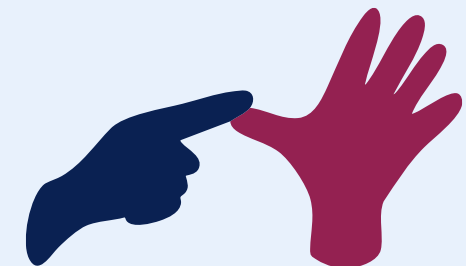
### What I try to offer to a mentee

- How can I help someone?
- Do I have what they need?
- What is the best method of communication?
- My own motivation?



How do we make  
“mentoring” more  
inclusive, effective and  
empowering for  
PWCD?

And who should we  
include?



## Change the definition

### A starting point:

Mentoring is a flexible, inclusive relationship that supports personal and professional growth through accessible and adaptable communication methods.

It is a partnership where both mentor and mentee learn from each other, using communication strategies that fit their needs.

Old

New

## Pathways

### 1. Increase inclusivity

- Communication adjustments
- Train mentors – AAC and Inclusive Communication
- Increase representation
- Improve matching mentors to mentees
- Create networking opportunities
- Accessible platforms
- Focus on advocacy and confidence

Old

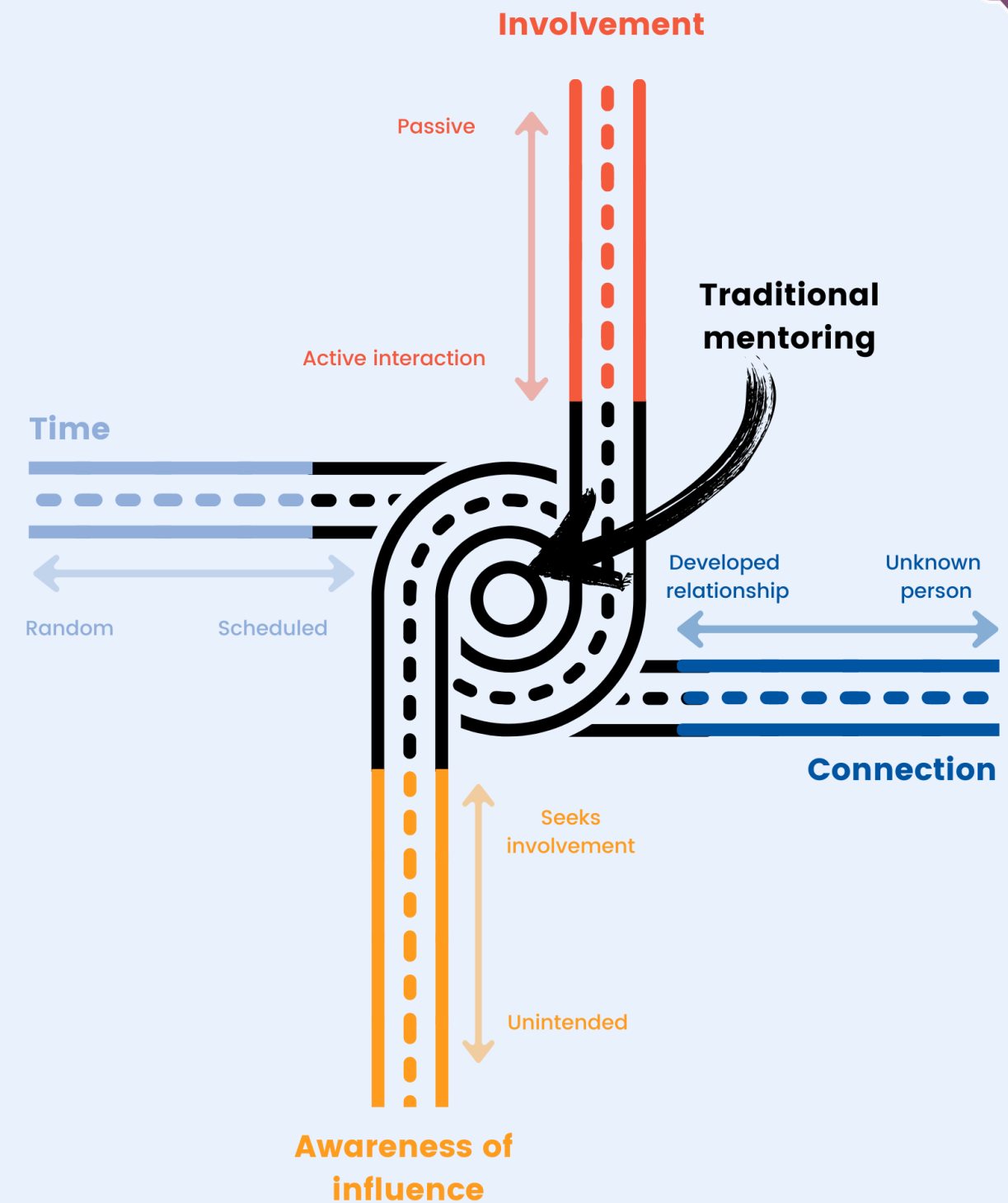
New



# Pathways

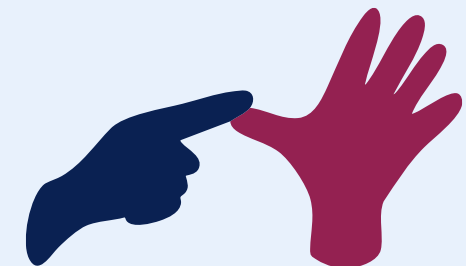
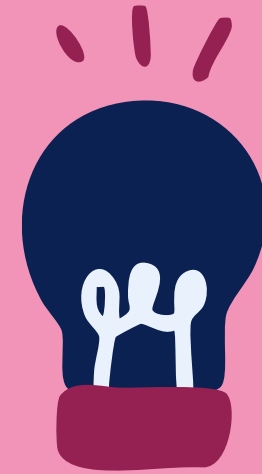
## 2. Create unique opportunities

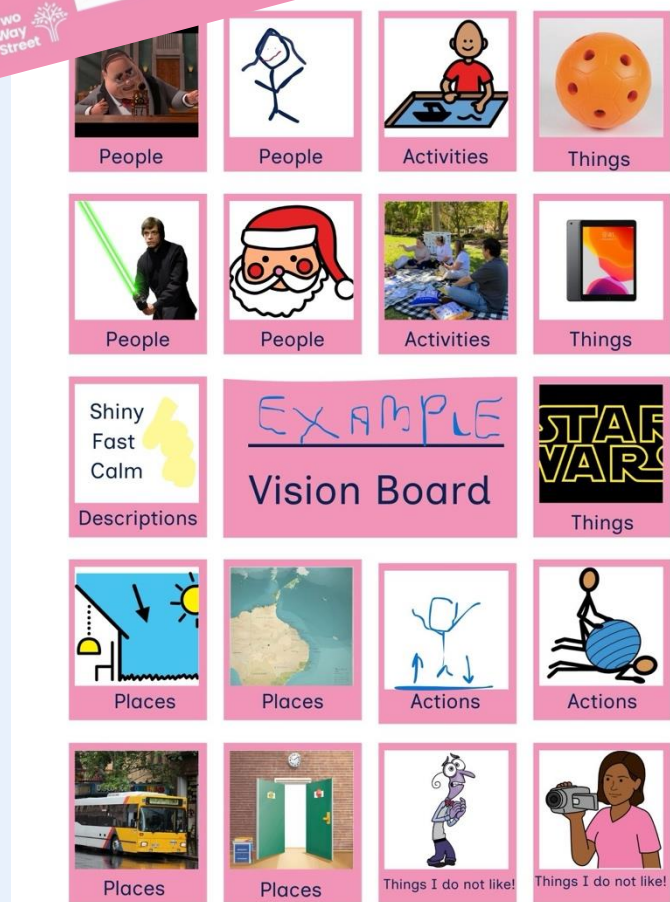
- Self directed, intentional, empowering
- Inclusive
- Simplicity
- Building relationships
- Communication as a *Two Way Street*
- Varied levels of engagement
- Focus on advocacy and confidence



## Next steps

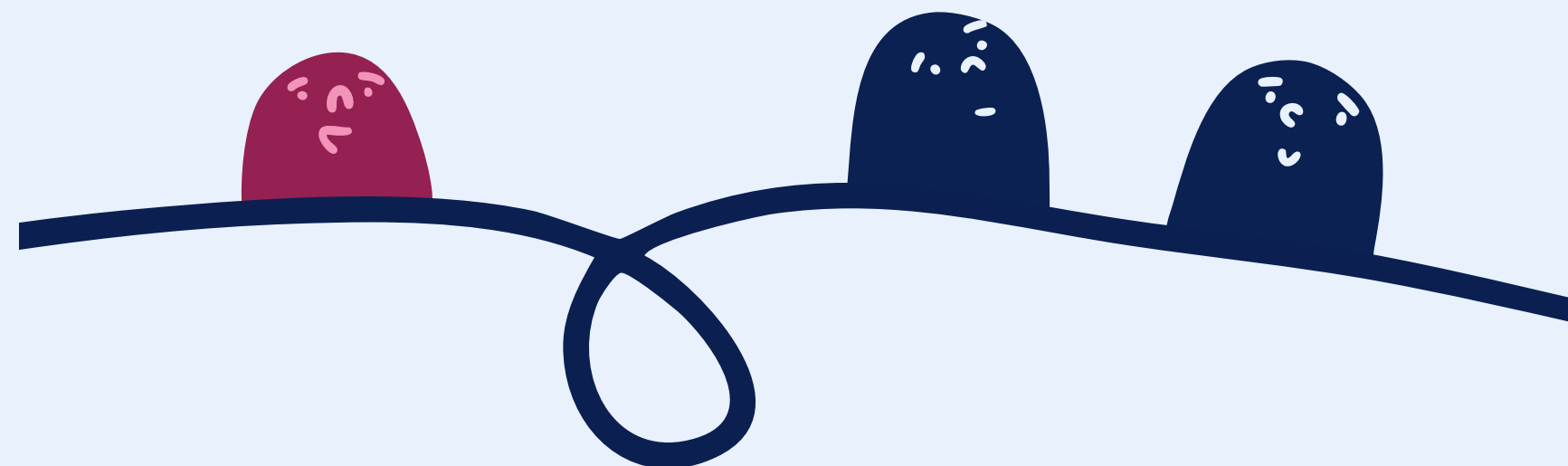
- Share and reflect
- Gather more info
- More webinars
- More collaboration
- Move on to phase 2 in July – the deep dive!





Two Way Street

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# Thanks for listening!

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