

Mentoring Plan Template

Module 4.9 — Mentoring Others: Multi-Session Structured Mentoring Plan

Teaching vs. Mentoring

Teaching delivers content. **Mentoring** develops judgment and capacity over time. A mentoring plan is not a syllabus — it is a relationship architecture. It specifies what you'll do, when, and how you'll know it's working. Mentoring without a plan is hope with a deadline.

Mentee Profile

Field	Response
Mentee name:	
Current advocacy experience level:	
Primary learning style (how they best learn):	
Specific role they're developing toward:	
Timeline for independent leadership:	

Overall Learning Objectives

Learning Objective (what will be different about this person)	How You'll Assess Achievement
Objective 1:	
Objective 2:	
Objective 3:	

Session-by-Session Plan

Session 1

Element	Plan
Learning objective for this session:	
Primary method (conversation / observation / co-practice / feedback on work):	
Specific content or skill focus:	
Between-session assignment:	
Progress assessment criteria:	

Session 2

Element	Plan
Learning objective for this session:	
Primary method (conversation / observation / co-practice / feedback on work):	
Specific content or skill focus:	
Between-session assignment:	
Progress assessment criteria:	

Session 3

Element	Plan
Learning objective for this session:	
Primary method (conversation / observation / co-practice / feedback on work):	
Specific content or skill focus:	
Between-session assignment:	
Progress assessment criteria:	

Progress Assessment

Complete after each session and at the 90-day mark:

Checkpoint	What You Observed (specific behavior)	Ready to Advance? (Y/N/Not Yet — explain)
After Session 1:		
After Session 2:		
After Session 3:		
90-day review:		