

A Curricular Approach to Organizational Mentoring Programs: The Integrated Mentoring Curriculum Model

Authors : Christopher Webb

Abstract : This work presents a new model of mentoring in an organizational environment and has important implications for both practice and research, the model frames the organizational environment as organizational curriculum, which includes the elements that affect learning within the organization. This includes the organizational structure and culture, roles within the organization, and accessibility of knowledge. The program curriculum includes the elements of the mentoring program, including materials, training, and scheduled events for the program participants. The term dyadic curriculum is coined in this work. The dyadic curriculum describes the participation, behavior, and identities of the pairs participating in mentorships. This also includes the identity work of the participants and their views of each other. Much of this curriculum is unprescribed and is unique within each dyad. It describes how participants mediate the elements of organizational and program curricula. These three curricula interact and affect each other in predictable ways. A detailed example of a mentoring program framed in this model is provided.

Keywords : curriculum, mentoring, organizational learning and development, social learning

Conference Title : ICAAL 2022 : International Conference on Andragogy and Adult Learning

Conference Location : Tokyo, Japan

Conference Dates : January 07-08, 2022