ROLE OF MENTORSHIP IN SUCCEEDING AS A PLANNING STUDENT

PRESENTED AT THE ORIENTATION CEREMONY,
IN YABA COLLEGE OF TECHNOLOGY
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BY

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WHAT IS MENTORSHIP

Mentorship is a key element in the professional and everyday development of any individual. The guidance, training, coaching and support provided by mentor can help individuals navigate through the challenges of their careers, gain valuable insights and experience, and achieve their goals /purposes in life. This could be achieved through professional and un professional Mentors and this is why the Associotion also considers Sustainable Mentorship as one of our **CREATIVES** Development Goals (CDGs)



ABOUT MENTORSHIP

MENTOR AND MENTEE PUT PUZZLE TOGETHERNESS TO ENSURE SMOOTH SKILL DEVELOPMENT



WHO IS MENTOR





Typically, Professional or unprofessional Mentor is a more senior or experienced person, sometimes a Mentor could be a junior person who is well knowledgeable and experienced than a mentee. He/She can help their mentees identify developmental objectives, also discovers strengths and weaknesses. Mentors are often helpful in identifying critical skills for potential future roles for the mentee.

It is a mentor's role to share with their mentee past and present experience and as well as knowlegde academically, professional and business wise. Mentors Nutured the mentees to ensure smooth path.

WHO IS A MENTEE





A mentee is a person who receives advice, training or guidance from a more experienced or skilled mentor either professional or unprofessional mentors. A mentee will often have specific skills or competencies they want to learn from their mentor and the mentor may spend a designated amount of time tutoring or teaching them either closely or from a far. Typically a mentor and mentee will establish goals together and meet regularly to practice or learn new skills throughout the mentoring program.

Mentoring Youth/student for Planning foundation

Mentoring is vital because planning cannot be fully taught in school. The transition from the idealism supported by a planning education to the practical required in the workplace can be difficult to deal with in schools. Mentors can help young planners navigate early career challenges and develop reflective theories-in-use (Tpl Waheed Kadri FNITP)

Mentoring provides guidance, motivation, emotional support, and role modeling, a mentor helps to explore careers, setting and achieve goal objectives, develop contacts, and identify resources.

Mentoring – Catching them Young (Secondary Schools)



There is need to embrace youth engagement in planning by professionals (practitioners), the community and educators. (Tpl Waheed Kadri FNITP)

Engagement can take several forms such as;

- ✓ **Creative essay writing**
- ✓ **School Activities**
- ✓ **Education camps**
- ✓ **Peer/ Inclusive learning**
- ✓ **Career day talk etc.**

TYPES OF MENTORS

Knowing which of the mentors you need and which mentor you are, can help one get better in the mentoring procedure:

1) **The advisor-** Mentors who are advisors often direct their mentees on the right course of action. They use their experience and expertise to offer professional advice.

2) **The protector-** A protector is a mentor who creates a safe space for the mentee. They are often supportive but can be overprotective. They are ideal for mentees who are in a state of transition or complex, which can be stressful.

TYPES OF MENTORS .....Contd

3) **The coach-** Mentors who feel more like a coach are good listeners. They will be able to identify possible challenges that mentees will face. When they notice good attributes in mentees, a coach will point them out and encourage them professionally

4) **The connection broker-** A connector provides growth opportunities for mentees. Once they find out what areas their mentee wants to develop, they will connect them with experts in those areas.

TYPES OF MENTORS .....Contd

5) The challenger- Challengers focus on helping their mentees develop strong problem-solving skills, and they often use tough love to do it. These types of mentors should be matched with mentees looking for someone who is a straight shooter.

6) The sponsor- A sponsor is a mentor who advocates for their mentee through their position in the company and their vast network. Mentees who are looking for some help or job advancing at the organization would do well with a sponsor-style mentor **which could be a professional or non-professional**

Advantages of Mentoring – Students in Tertiary Schools



- ✓ *Help improve ability to plan a purpose of life and to attain a set goal.*
- ✓ *Help to refine personal and professional objectives.*
- ✓ improves behavioural Pattern of mentees.
- ✓ *Helps students achieve higher academic standards in their chosen field.*
- ✓ Help to develop a broader perspective of their professional career
- ✓ *It develop interpersonal relation with additional skill acquisition*

Advantages of Mentoring – Students in Tertiary Schools……. Contd



- ✓ Helpful during jobs seeking and referencing
- ✓ For smooth networking opportunities.
- ✓ Help increase knowledge of practical in Physical Planning and personal abilities by learning from mentors
- ✓ Improve mental health, increased self-esteem and confidence.
- ✓ Effective mentoring satisfy student's psychological needs.

To achieve an effective mentoring,

Mentors should maintain ability and willingness to ensure the following:

1) Value the mentee as a person;
2) Develop mutual trust and respect;
3) Maintain confidentiality;
4) Be a good listener;
5) Help the mentee solve his or her own problem through possible and realistic means
6) Focus on the mentee's development;
7) Know the weakness and strengths of your mentees and advice where necessary;
8) Be a good Mentor with good attitude.
9) Knowledgeable and willing to offer experience , wisdom and advise

Tips for being a successful Mentee

Mentees should leverage on the following tips to achieve the set professional development goals:

1) **Look for the potential mentor**. When looking for a mentor, be aware that you are asking someone to assume a serious responsibility. Before you commit yourself to the relationship you need to research them because relationship can last a long time, so it's important that a mentee feel good about the mentor from the outset.
2) **Design your goals as a mentee**. Write down three specific skills you'd like to learn from your mentor attributes or experience. Talk with your mentor on your set Goals and how to achieve them.
3) **Improve your skill with new ideas-** Be creatives and innovative in your area of specialisation.

Tips for Being an Effective Mentee ……Contd

4) **Develop right attitude**. Go into your mentorship program with a positive attitude, and be ready to learn and be challenged positively. Your mentor may push you out of your comfort zone to learn new skills. Embrace the opportunity to learn new leadership and communication skills like active listening and give honest feedbacks to your mentor. Develop right attitude anywhere you find yourselves be it in school or IT place of work.

5) **Use your time wisely**. Plan to meet with your mentor on a regular basis and remember to check on your progress with your specific goals. Put their constructive feedback into practice throughout the mentoring process and after.

6) Lastly, Always uphold your integrity and ensure good professional conduct in all your endevours.

Sharing Educational experinces as mentee



- ✓ Masters In Urban and Regional Planning (MURP), Lagos State University, Ojo, Lagos (1997- 1998);
- ✓ Certificate In ArcGIS Fundamentals (ARCGIS 10.1. 10.2&10.3), e-GIS Associates, Inc./Itre, USA (12th – 14th May, 2015);
- ✓ Certificate In Environmental Impact Assessment (3-Month Course), Saxion University of Applied Sciences, Deventer- the Netherlands. (August – November, 2009) Sponsored by Lagos **S**tate Government;
- ✓ National Youth Service Corp, Lagos State Ministry of Physical Planning and Environment (1989- 1990);
- ✓ Higher National Diploma in Urban and Regional Planning, Kwara State Polytechnic Ilorin (1987- 1989);
- ✓ Industrial Attachment Programme, Lagos State Ministry of Environment, Governor Office- Birrel Avenue Yaba (1986-1987);
- ✓ Ordinary National Diploma in Urban and Regional Planning, Kwara State Polytechnics, Ilorin (1983-1986).

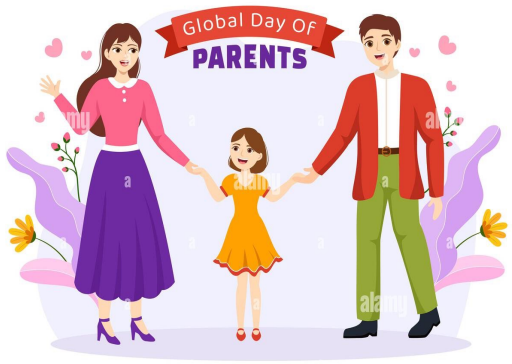
CAREER PROGRESSION /POST	EMPLOYMENT AUTHORITY	PERIOD
INDUSTRIAL TRAINING	LAGOS STATE MINISTRY OF ENVIRONMENT AND PHYSICAL PLANNING	1986-1987
NATIONAL YOUTH SERVICE CORPS	LAGOS STATE MINISTRY OF ENVIRONMENT AND PHYSICAL PLANNING	Sept, 1989-2nd October, 1990
HIGHER TECHICAL OFFICER (Field Officer)	MUSHIN ZONAL TOWN PLANNING OFFICE, LAGOS STATE	1992 – 1993
HIGHER TECHNICAL OFFICER (Field Officer)	ISOLO ZONNAL TOWN PLANNING OFFICE	1994-1995
SENIOR TECHNICAL OFFICER (Field Officer and Recommending Officer)	(ISOLO ZONAL TOWN PLANNING OFFICE, ISOLO)	1995-1998
PRINCIPAL TECHNICAL OFFICER II (Field Officer and Recommending Officer)	SURULERE LOCAL PLANNING AUTHORITY, LAGOS STATE,	1999-2001
CHIEF EXECUTIVE OFFICER (Approving Officer for Ojo Local Planning Authority)	OJO LOCAL PLANNING AUTHORITY) LAGOS	2002-2003
CHIEF EXECUTIVE OFFICER (Approving Officer for Ejigbo/Isolo Local Planning Authority)	EJIGBO/ISOLO LOCAL PLANNING OFFICE) LAGOS,	2004-2005
PRINCIPAL TOWN PLANNING OFFICER (Assisting the Head of Department and Supervising of Project)	MINISTRY OF PHYSICAL PLANNING AND URBAN DEVELOPMENT (REGIONAL AND MASTER PLAN DEPARTMENT)	2006
SENIOR PERSONAL ASSISTANT TO THE HON COMMISSIONER	OFFICE OF THE HON COM FOR MINISTRY OF PHYSICAL PLANNING AND URBAN DEVELOPMENT (MPP&UD),	2007
ASSISTANT CHIEF TOWN PLANNING OFFICER (Head of Site Selection Unit and Assisting the Head of Department and Supervising of Project)	PHYSICAL PLANNING DEPARTMENT (PPD)-LAGOS STATE MPP&UD	2008
HEAD OF DEPARTMENT (ASSITANT CHIEF TOWN PLANNING OFFICER)	PHYSICAL DEVELOPMENT INTERVENTION DEPARTMENT (PDID), LAGOS STATE PHYSICAL PLANNING AND DEVELOPMENT AUTHORITY (LASPPPA)	2008 - 2010
CHIEF TOWN PLANNING OFFICER (In charge of Physical Planning related issues)	OFFICE OF PERMANENT SECRETARY	2010 – 2011
DISTRICT OFFICER (CHIEF TOWN PLANNING OFFICER-ASSISTANT DIRECTOR	SURULERE DISTRICT OFFICE- SURULERE, LAGOS	2011-2014

CAREER PROGRESSION	OFFICE AND PERIOD	EXPERIENCE AND INITIATIVES CARRIED OUT
HEAD OF DEPARTMENT /ASSISTANT DIRECTOR TOWN PLANNING SERVICES	LAGOS STATE PLANNING INFORMATION CENTRE (LASPIC) 2014 - 2020	a. Electronic Document Management System on all Physical Planning Document as well as all State Executed Projects in Lagos State b. In charge of the Development, Design, Deployment and Implementation of Electronic Planning Permit (The First Epp In Nigeria) in Lagos State c. Serve as part of the Team Coordinating Ease of Doing Business in Lagos State d. Geo-referencing of scanned Planning Permits-Ikeja Case Study e. Updating and digitization of the Secretariat Map, f. Preparation of 3-D Model Design for the whole of Alausa Secretariat, Ikeja, Lagos State. g. Initiation of Repositioning Lagos State Physical Planning Centre h. Processing and Issuance of Certified True Copy (CTC) of Physical Planning Documents; i. Initiate the First Revenue Generation in LASPIC through the Issuance of CTC on Physical Planning Document j. Improved Physical Planning Database Management; k. Proposed the Establishment of Physical Planning Museum Centre.
DIRECTOR TOWN PLANNING SERVICES & HEAD OF DEPARTMENT	PHYSICAL PLANNING DEPARTMENT (PPD) 2020 – 20TH SEPT, 2022	a. Processing of application for planning information in Lagos State. b. Site selection for special projects in Lagos State c. Regularization of petrol filling station and other special application in Lagos State d. Coordination and monitoring of implementation of special projects in the State. e. Processing of Applications for Advocacy report; f. In charge of day to activities of the Department g. Liaison with Ministries Department and Agencies on Issues relating to Physical Planning in the State
DIRECTOR TOWN PLANNING SERVICES & HEAD OF DEPARTMENT	PHYSICAL PLANNING AND AUTOMATION DEPARTMENT (PPAD) 20TH SEPT, 2022 TO DATE	NOW IN CHARGE OF THE TWO ORGANS ABOVE THAT IS - LAGOS STATE PLANNING INFORMATION CENTRE (LASPIC) AND PHYSICAL PLANNING DEPARTMENT (PPD)

INVOLVEMENT AT THE NATIONAL AND STATE LEVEL OF NITP SINCE MY INDUCTION AS A REGISTERED TOWN PLANNER IN YEAR 2001 TO DATE

POST	DATE (PERIOD)
AUDITOR -Lagos State Chapter,	Year 2002-2004
SECRETARY to Electoral Committee for Lagos State Chapter NITP Election	2006
MEMBER- Committee on the Review of Ikoyi-Victoria Island Model City Plan	2016-2018
TECHNICAL ADVISER- Young Planners Forum, Lagos State Chapter from the inception to 2019 to date	Year 2013 to 2019
MEMBER- Committee on NITP National Conference held in Lagos	2014
MEMBER- Event Planning Committee of Lagos State Chapter	2014
CHAIRMAN-Event, Welfare and Entertainment Committee	2014-2016
EX-OFFICIO- -Lagos State Chapter NITP	2014-2016
CHAIRMAN, Investiture Committee of 13th Chairman of Lagos Chapter NITP	Year 2014
ADVISER- Sub-Committee on Finance and General Purposes during Burial arrangement for Late National President-Tpl Femi Amos Olomola	2016
CHAIRPERSON-Event, Welfare and Entertainment Committee	2016-2017
MEMBER- Special Investiture Committee for NITP Lagos State Chapter	2017
MEMBER- NITP Membership Committee for TOPREC	2017
A recipient of "MERIT AWARD OF EXCELLENCE AND COMMENDATION LETTER AS THE CHAIRPERSON of Event Welfare and Entertainment Committee" from Lagos State Chapter of the Nigerian Institute of Town Planners.	2017
A recipient of Commendation Letter in view of my active role and contributions to NITP Lagos State Chapter (2014-2016).	2017
MEMBER – Investiture Committee of the National President	2020
MEMBER-Interim Committee on the establishment of AWTPN Lagos State Chapters	2020-2021
SUB COMMITTEE MEMBER- National Coordinating Committee on the Association of Women Town Planners in Nigeria (AWTPN)	2021
Participated in the Review of AWTPN By-Laws	2020-to date
SPECIAL ADVISER to Investiture Committee of the 16th Chairman Lagos State Chapter	2021
SPECIAL ADVISER to Association of Women Town Planners in Nigeria, Lagos State Chapter.	2020-to date
SPECIAL ADVISER to the NITP LAGOS -EXCO on Social, Welfare and Entertainment.	2020-2021
The FIRST NATIONAL CHAIRMAN, Association of Women Town Planners in Nigeria (AWTPN)	2021-Todate

THE ROLE A MOTHER OR FATHER AS MENTOR







Parent generally should be a role models who provide guidance based on a combination of home training and personal first-hand experience that will boost child abilities, physically, mentally and spiritually to develop a successful outcomes.

Mothers on her own plays an important role in everyone's lives. Having a mother in our life is a gift. From giving birth to a child, taking care of their children to introducing them to society, mothers play multiple roles for their kids. **Moms are the first teachers, influencers, and supporters**.

Mentorship / scholarship

One of the Objectives of the Association of Women Town Planners in Nigeria (AWTPN) as stated here is:

"To Encourage young girls and women to acquire education, training and pursue a career in the profession".

This is why the 1st National Chairman (AWTPN) Tpl Mrs Bello R.B FNITP, MRTPI is presenting one Year scholarship to support- **MISS AJAYI Elizabeth Oluwadamilola, Best Student in OND 1 Class 2021/2022**

Inclusive Mentorship and Acadamic Development

For the purpose of inclusive mentorship and academic development which encompasses ethnical, academic support and gender inclusion, the Association of Women Town Planners in Nigeria reach out to other Members to support in this cause, hence other Members contacted donated generously to take care of the two best male students in HND 1 and donation for the Department for smooth operations as follows:

S/N	AWARDEES	STATUS	DONORS
1.	Digbori Oghenetega joel	Best Student in HND 1 Class 2021/2022	Tpl Mrs Yemisi Alaka
2.	Oboh Ovieoghene Williams	Best Student in HND 1 Class 2021/2022	• Tpl Oladiende Lateef FNITP • Tpl Abass Olanrewaju
3.	Donation to Department purse	Departmental Donation	Mrs Modupe Oluyemisi Fijabi on behalf of Late Mr Mushakiru Olatunji and Late Mrs Suwebat Adefunke Kassim

OUR MISSION:

Supporting women Town Planners and female Urban and Regional Planning (URP) students under training in Tertiary Institutions through advanced education, research, training and skill acquisition.

OUR CORE VALUES:

Professionalism; Integrity; Accountability; Inclusiveness; Partnership; Team Work

Finally, Mentoring, Mindset/ Mental Commitment, and Professional Development are strategic path to success



Conclusions




Thank you
for Listening!