

Unmasked Mentoring



INTRODUCTION

Mentoring serves as a strategic catalyst, igniting growth, curiosity, and the pursuit of personal development within mentees. "Unmasking Mastery" is our mentoring program's foundation, encompassing 6 Pillars – essential modules designed for each mentee's age and maturity. These modules are thoughtfully scheduled based on the insights of our esteemed mentor panel, aligning with the evolving needs of our mentees.

We structure our mentoring content with clarity and accessibility. Employing enriching teaching aids, our approach promotes active engagement, elevating the effectiveness of the mentoring process. Online sessions infuse interactivity, integrating exercises, real-world case studies, and collaborative group discussions.

The 6 Pillars Guiding Our Mentoring Journey:



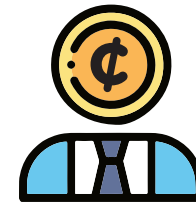
Mindfulness

Nurturing self-awareness, stress reduction, and holistic well-being.



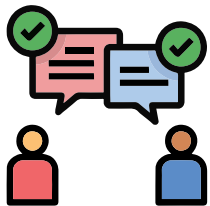
Peak Performance

Empowering goal achievement and optimal performance in all aspects of life.



Entrepreneurship

Cultivating an entrepreneurial mindset and solution-oriented thinking.



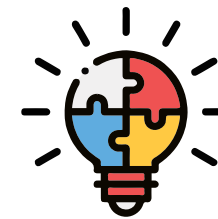
Communication Skills

Fostering confident and effective communicators across mediums.



Personal Branding

Unveiling strengths, passions, and personal branding for community impact.



Critical Thinking

Equipping mentees with skills to analyse, evaluate, and solve challenges.



Pillar 1 **- Mindfulness**

Teaching mindfulness is a great way to help mentees develop self-awareness, reduce stress, and improve overall well-being.

Sub-Modules:

- Introduction to Mindfulness
- The Core Principles of Mindfulness
- Mindfulness Practices
- Cultivating Mindful Awareness
- Mindfulness in Daily Life
- Managing Stress and Emotions with Mindfulness
- Mindfulness and Relationships
- Mindfulness and Self-Compassion
- Mindfulness for Health and Well-being
- Building a Sustainable Mindfulness Practice



Pillar 2 **- Peak Performance**

Teaching modules on peak performance can empower mentees to optimize their productivity, achieve their goals, and perform at their best in various aspects of life.

Sub-Modules:

- Introduction to Peak Performance
- Goal Setting and Clarity
- Mindset for Peak Performance
- Time Management and Productivity
- Focus and Concentration
- Optimizing Physical Health
- Stress Management and Resilience
- Emotional Intelligence and Interpersonal Skills
- Continuous Learning and Skill Development
- Managing Pressure and Performance Anxiety
- Balancing Work and Life
- Visualization and Mental Rehearsal
- Celebrating Success and Learning from Failure
- Creating a Peak Performance Plan



Pillar 3 **- Critical Thinking**

Teaching modules on critical thinking can equip mentees with the skills to analyse, evaluate, and solve problems effectively. Throughout the modules, we incorporate practical exercises, group discussions, and real-life examples to engage mentees as well as encourage applying critical thinking skills in their personal lives, as well as in decision-making and problem-solving scenarios.

Sub-Modules:

- Introduction to Critical Thinking
- Critical Thinking Fundamentals
- Identifying and Avoiding Cognitive Biases
- Asking Powerful Questions
- Evaluating Information Sources
- Analysing Arguments
- Logical Reasoning
- Creative and Lateral Thinking
- Critical Thinking in Decision Making
- Problem Solving and Troubleshooting
- Critical Thinking in Communication
- Ethical Considerations in Critical Thinking
- Critical Thinking and Emotional Intelligence
- Applying Critical Thinking to Real-Life Scenarios
- Developing a Personal Critical Thinking Action Plan



Pillar 4 **- Communications**

Teaching modules on communication skills can help mentees become more effective and confident communicators in various areas such as writing and giving a speech, using creative writing to write poetry, give spoken word performances or vote of thanks.

Sub-Modules:

- Introduction to Effective Communication
- Verbal Communication
- Nonverbal Communication
- Empathy and Emotional Intelligence
- Assertive Communication
- Communication in Relationships
- Effective Public Speaking
- Communication in the Workplace/School/Community
- Intercultural Communication
- Communication in Difficult Situations
- Building Effective Listening Skills
- Communicating with Different Personality Types
- Digital Communication and Etiquette
- Building Confidence in Communication
- Developing a Personal Communication Improvement Plan



Pillar 5 – Personal Branding

Teaching modules on discovering personal talents can help individuals identify their strengths, passions, and unique abilities. We encourage mentees to embrace curiosity and experimentation to uncover their unique talents. We also challenge mentees to use personal branding to promote and use their talents to serve their community.

Sub-Modules:

- Introduction to Personal Talents
- Self-Reflection and Self-Awareness
- Uncovering Hidden Talents
- The Growth Mindset
- Identifying Passions
- Feedback and Perspective
- Overcoming Limiting Beliefs
- Exploring Different Domains
- Strengths-based Approach
- Passion Projects
- Overcoming Challenges and Obstacles
- Finding Support and Mentors
- Aligning Talents with Purpose
- Personal Branding and Expression
- Creating a Personal Talent Development Plan



Pillar 6 – Entrepreneurship

Learning to love problems helps the curious to look for solutions and once a solution is discovered and monetised that is the trait of an entrepreneur. Whilst not every mentee maybe an entrepreneur our goal is to help them to become solution driven, this habit takes intentionality and a lifetime to mature but essential in a world of changes that demands innovation. Our entrepreneurship module can inspire and equip our mentees with the knowledge and skills to pursue their business ideas and foster an entrepreneurial mindset or be change agents in their chosen fields.

Sub-Modules:

- Introduction to Entrepreneurship
- Creativity and Idea Generation
- Market Research and Identifying a Target Audience
- Building a Business Plan
- Understanding Business Models
- Budgeting and Financial Management
- Marketing and Branding
- Sales and Customer Acquisition
- Legal and Regulatory Considerations
- Building a Strong Team
- Identifying and recruiting complementary team members
- Risk Management and Resilience
- Social and Environmental Responsibility
- Entrepreneurial Mindset and Growth
- Pitching and Presenting Ideas
- Funding and Financing Options
- Launching and Scaling the Business
- Learning from Failure and Success
- Entrepreneurship in the Digital Age
- Building a Support Network
- Creating a Personal Entrepreneurship Action Plan

PROGRAM GOALS:

ACADEMIC AND BEHAVIOURAL GROWTH

Our program is driven by two central goals: nurturing academic growth and fostering positive behavioural development. Through mentorship, support, and immersive experiences, we aim to equip participants with the skills, mindset, and character traits necessary for success in both academic pursuits and personal conduct.

PROGRAM OVERVIEW

Our program is designed to foster holistic growth, guided by the principles of small group and one-on-one mentoring. Here's an overview of the program's core components:

- 1. Small Group and One-on-One Mentoring:** Our mentorship model ensures personalised attention, offering both small group interactions and one-on-one guidance. This approach tailors the mentoring experience to each participant's unique needs and aspirations.
- 2. Weekly Sunday Meetings (4:00pm - 5:30pm):** Engaging and enlightening, our weekly Sunday meetings create a space for exploration, learning, and meaningful connections. These sessions serve as a cornerstone of our program, fostering camaraderie and growth.

- 3. Community Service Challenge:** We believe in giving back. Our community service challenge encourages participants to make a positive impact on their surroundings. This firsthand experience fosters empathy, leadership, and a sense of responsibility.
- 4. Serving Others:** We instill the value of service, nurturing a mindset of contributing to the greater good. By engaging in projects that serve others, participants learn the significance of empathy, compassion, and making a difference.

OUR WHY

Our Guiding Mission: Nurturing Futures for Boys and Girls
Our mentoring transcends labels, igniting growth in all. We're not just mentors, but catalysts for young minds transitioning into adulthood. Our mission: Empower generations to weave integrity, connections, purpose, and well-being into society's fabric.

Renowned psychologist Jean Rhodes attests to mentoring's transformative power. It's a compass guiding individual to prosperous futures. We tap into community resources, nurturing relationships that drive personal growth.

PROGRAM GOALS: ACADEMIC AND BEHAVIOURAL GROWTH

With unwavering conviction, we craft a program that transforms mentor-mentee bonds. Gender is no limit; our essence shapes every interaction. Together, we sculpt futures, impacting lives in unity.

Empowering Youth's Path to Adulthood

For both boys and girls, our mentoring endeavours delve deeper. Our program extends beyond bridging role model gaps, focusing instead on empowering them to navigate the threshold of adulthood with purpose and resilience.

Channelling Potential for Boys and Girls

In collaboration with parents, we empower girls and boys to channel their potential, enabling them to make informed life choices. Our mentors serve as beacons, illuminating pathways toward personal development and growth. By fostering self-discovery and guiding them to recognize their innate worth, we invigorate them to embrace their journey with confidence and make well-informed choices.

Cultivating Inner Gumption and Empowerment

Our mentors are not just mentors; they're partners in empowerment. We encourage girls and boys alike to tap into their inner wellspring of gumption, emboldening them to make choices that align with their aspirations and values. This empowerment extends beyond theory; it's a living ethos exemplified through deliberate interactions, practical life lessons, and relatable lifestyle examples.

In this shared endeavour, our mentoring program bridges the gap between genders, intertwining their paths as they journey toward adulthood. It's a commitment to nurture their innate potential, celebrate their uniqueness, and provide them with the tools needed to transform aspirations into tangible achievements.

OUR HOW

Empowering Boys' Path to Manhood and Girls' Journey to Womanhood

Dedicated to nurturing holistic growth, our mentoring program is tailored to empower both boys and girls, fostering essential life skills and values. Unified by purpose, the program takes tailored paths to cater to their unique needs.

Ushering Boys Towards Manhood

Unmasked Boys Mentoring (UBM) channels boys aged 7 to 15 through an immersive journey to manhood. Over 26 weeks, we delve into eleven competencies that lay the foundation for responsible, contributing men. Meeting every other week to ensure skill practice, each session unravels new facets of manhood. Mentees are guided to embrace accountability, value community engagement, respect women, and embrace lifelong learning. The program fosters unity, confidence, and positive choices.

PROGRAM GOALS: ACADEMIC AND BEHAVIOURAL GROWTH

Guiding Girls to Womanhood

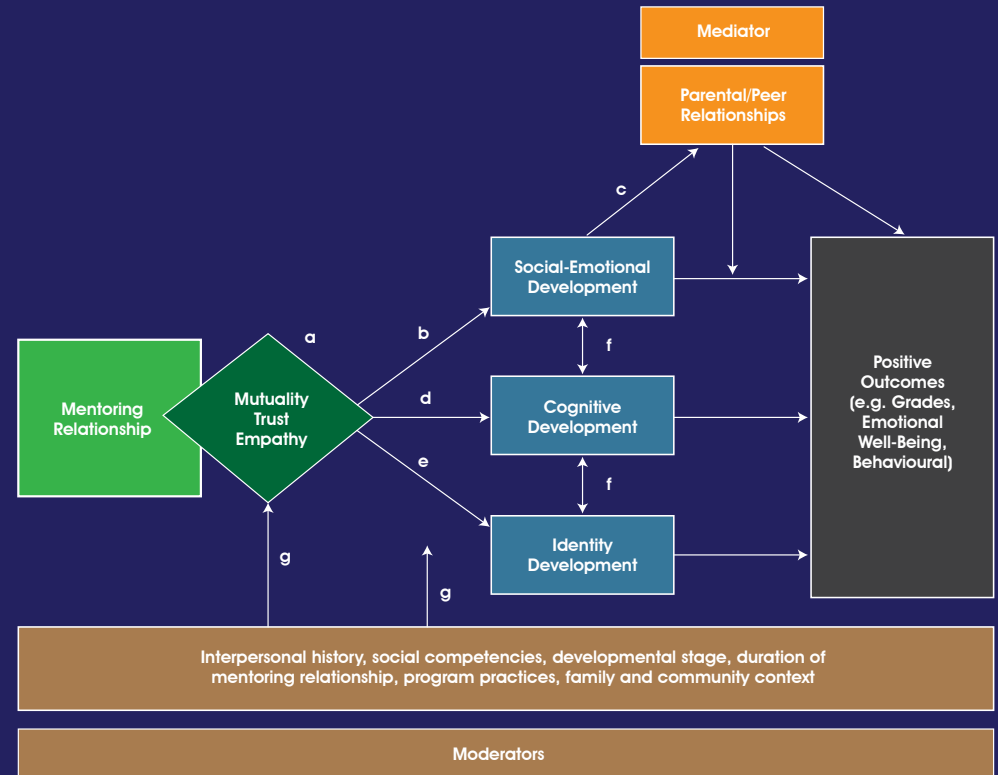
Unmasked Girls Mentoring (UGM) extends the same transformative approach to girls aged 7 to 15. The fully remote program spans 6-week blocks with 6 sessions in a year. Each meeting introduces new skills, unveiling the values and competencies of empowered women. Girls explore personal responsibility, community impact, education's significance, and resilience. Unity, confidence, and positivity guide their journey towards embracing womanhood.

The Journey Unites

In both UBM and UGM, small group and personalised mentoring guide each mentee's path. Topics touching various aspects of personal development enrich weekly sessions. Upon program completion, Lifers are welcomed – those who've graduated become a beacon for the next generation.

A Shared Mission for All

Our mentoring program speaks to the shared aspirations of boys and girls, embracing their unique paths towards responsible adulthood. Through skill-building, self-discovery, and unity, we empower them to impact their communities and thrive in a changing world.



Effective Mentoring Model by Jean Rhodes (2002)

Rhodes' model emphasizes the importance of mutuality, trust, and empathy in mentoring relationships. Positive outcomes are linked to contributions in social-emotional, cognitive, and identity development of youth. Effective mentoring involves intentional mentor recruitment, training, ongoing support, and aligning mentorship to critical developmental milestones.

PROGRAM GOALS: ACADEMIC AND BEHAVIOURAL GROWTH

OUR WHAT

Mentoring goes beyond the present moment, offering children a wealth of advantages both during and after the mentorship. Here's how young minds benefit from this transformative experience:

- 1. Nurturing Stronger Relationships:** Mentees who foster relationships with mentors cultivate skills in setting healthy boundaries and forming connections. By interacting with an adult figure beyond their family circle, they enhance their communication and interpersonal abilities – tools that prove valuable throughout their childhood and into adulthood.
- 2. Elevating Self-Esteem and Confidence:** Many children grapple with self-esteem and confidence issues. A positive mentoring relationship enables them to perceive themselves accurately, celebrating their strengths and achievements. This newfound confidence extends beyond mentorship, empowering them in their educational journey and beyond.
- 3. Mitigating Risk of Addiction:** Research underscores that mentored children are less likely to engage in substance abuse later in life. Nurtured by caring mentor relationships, they become less susceptible to unhealthy influences, steering clear of high-risk behaviour. Their focus remains steadfast on their education.

- 4. Enhancing Behaviour at Home and School:** Children lacking stable adult bonds often grapple with behaviour challenges at school and home. Mentoring guides them in self-control and proper conduct across various contexts, imparting essential life skills.
- 5. Boosting School Performance:** For those lacking stable adult connections, school performance can suffer. Focus may waver, and guidance might be absent. Through mentoring, children gain the tools to concentrate on academics and receive the nurturing guidance necessary for success.

As mentors, we embrace the privilege of instilling these advantages in the lives of young minds. Through guidance and shared experiences, we empower children to overcome obstacles, build healthy relationships, and flourish academically and personally.

THE MENTORS

Guiding Male Teens: Navigating Transformation

Adolescent boys grapple with identity discovery, hormonal shifts, and more. These challenges make their journey tougher than ever. This is why parental and mentor support is essential. Our program maintains a 1:5 mentor-to-mentee ratio, ensuring personalized attention and trust-building. Together with parents, we guide young men into adulthood, with graduates becoming Unmasked Men Alumni, passing on their learnings as mentors.

Empowering Female Teens: Embracing Change

Our mentors draw from their own teenage challenges to empathize with girls on their journey. With every generation, the path to adulthood gets more complex, underscoring the need for support. Through a 1:10 mentor-to-mentee ratio, strong connections are forged, fostering trust. Working in tandem with parents, we nurture confident women, with program graduates becoming Unmasked Women Alumni, continuing the cycle of mentoring, and imparting learned behaviours.

REGISTRATION AND ORIENTATION

Parents' Orientation: Prior to enrolment, we provide parents with a comprehensive orientation to introduce them to our program's ethos, objectives, and structure. This ensures a shared understanding and commitment to the journey ahead.

Registration Fee: Details about the registration fee are available upon request. Families with two or more boys enrolling in the program may be eligible for discounts, fostering an environment of inclusivity and support.

At the intersection of mentoring, community engagement, and personal growth, our program aspires to empower each participant, guiding them towards a future brimming with academic excellence and positive character.

APPENDIX

Pillar 1 – Mindfulness: Mindfulness teachings promote self-awareness, stress management, and overall well-being.

- Introduction to Mindfulness
- Core Principles of Mindfulness
- Mindfulness Practices
- Cultivating Mindful Awareness
- Integrating Mindfulness into Daily Life
- Managing Stress and Emotions through Mindfulness
- Nurturing Mindful Relationships
- Self-Compassion through Mindfulness
- Mindfulness for Holistic Well-being
- Sustaining a Mindfulness Practice

Pillar 2 – Peak Performance: Modules for optimal productivity, goal attainment, and peak performance in various life domains.

- Introduction to Achieving Peak Performance
- Clarifying Goals and Vision
- Developing a Peak Performance Mindset
- Effective Time Management
- Enhancing Focus and Concentration
- Balancing Physical Wellness
- Resilience and Stress Management
- Emotional Intelligence in Performance
- Lifelong Learning and Skill Development

- Thriving under Pressure
- Work-Life Balance Mastery
- Visualization and Mental Rehearsal
- Embracing Success and Learning from Setbacks
- Crafting a Personal Peak Performance Strategy

Pillar 3 – Critical Thinking: Empowering mentees with analytical skills to solve problems adeptly and make informed choices.

- Introduction to Critical Thinking
- Mastering Critical Thinking Fundamentals
- Recognizing and Overcoming Cognitive Biases
- The Art of Effective Questioning
- Evaluating Information Sources
- Analysing Arguments Skilfully
- Logic-Based Reasoning
- Fostering Creative and Lateral Thinking
- Critical Thinking's Role in Decision Making
- Effective Problem Solving
- Applying Critical Thinking in Communication
- Ethical Dimensions of Critical Thinking
- Merging Critical Thinking with Emotional Intelligence
- Real-Life Applications of Critical Thinking
- Crafting a Personal Critical Thinking Action Plan

APPENDIX

Pillar 4 – Communication Skills: Modules for honing communication proficiency in writing, speaking, and creative expression.

- Introduction to Proficient Communication
- Verbal and Nonverbal Communication Dynamics
- Empathy and Emotional Intelligence in Communication
- Assertive Communication Strategies
- Communication's Impact on Relationships
- The Art of Effective Public Speaking
- Tailoring Communication for Diverse Contexts
- Navigating Intercultural Communication
- Managing Communication Challenges
- Enhancing Listening Skills
- Communicating with Varied Personalities
- Navigating Digital Communication Etiquette
- Cultivating Confidence in Communication
- Constructing a Personal Communication Enhancement Plan

Pillar 5 – Discovery of Talents: Modules for uncovering and leveraging personal talents and strengths for community service.

- Introduction to Personal Talents Discovery
- Reflective Self-Awareness Journey
- Unearthing Hidden Talents
- Cultivating a Growth Mindset
- Identifying Passionate Pursuits
- Harnessing Feedback and Diverse Perspectives

- Surmounting Self-Limiting Beliefs
- Navigating Exploration Across Domains
- Leveraging Strengths for Success
- Initiating Passion-Driven Projects
- Overcoming Hurdles and Roadblocks
- Seeking Mentorship and Support
- Aligning Talents with Life's Purpose
- Personal Branding and Expressive Showcase
- Crafting a Personal Talent Development Blueprint

Pillar 6 – Entrepreneurship: Empowering mentees with entrepreneurial acumen, fostering innovative thinking and problem-solving.

- Introduction to the Entrepreneurial Journey
- Stimulating Creativity and Idea Generation
- Profiling the Market and Identifying Audiences
- Constructing a Robust Business Plan
- Deciphering Business Models
- Financial Management and Budgeting Basics
- Crafting a Compelling Marketing Strategy
- Customer Acquisition and Sales Techniques
- Navigating Legal and Regulatory Realities
- Forming and Sustaining a High-Functioning Team
- Effective Team Member Selection
- Risk Management and Adaptive Resilience
- Championing Social and Environmental Responsibility
- Cultivating an Entrepreneurial Mindset
- Art of Presenting and Pitching Ideas

APPENDIX

- Financing Avenues and Investment Possibilities
- From Launching to Scaling the Enterprise
- Gleaning Wisdom from Triumphs and Failures
- Entrepreneurial Agility in the Digital Age
- Forging a Supportive Professional Network
- Developing a Personal Entrepreneurship Action Plan

By integrating these pillars into our mentoring program, we aim to nurture the holistic growth and development of each mentee, arming them with invaluable life skills and a profound sense of purpose.



UNMASKED SCHOOL MENTORSHIP PROGRAM

INTRODUCTION

Youths who have support from adults in their lives develop personal qualities such as life and social skills that allow them to thrive in the most difficult situations and toughest environment there is.

- How do you provide this support to them that builds their mental resilience?
- How do parents get their wards to learn growing changes that are reinforced by a trusted source?
- What ways can we instil in youth-aged students coping skills to deal with issues of adolescence, relationship with parents, teachers and peers, preparation for exams, boosting self-confidence and then combating peer pressure?
- Are there other approaches to equip the students with skills to soar academically?

The medium to address the above rhetoric is Effective Mentoring. Mentoring is important, not only because of the knowledge and skills students can learn from mentors, but also because mentoring provides professional socialization and personal support to facilitate success in their education and beyond. Quality mentoring greatly enhances students' chances for success and minimizes or erases the tendency to engage in risky youthful exuberances.

Unmasked mastery proposes to facilitate a one-year mentoring program for students in your institution to bring to them and your school the benefits of heightened academic success, intentional peer guidance, improved self-leadership and community service.

WHY

We do not simply want to provide mentors for young people because they are lacking positive adult role models. Instead, we provide mentors to enable them to successfully make the transition to adulthood while excelling in their pursuit of academic success. The goal is that young people will become productively engaged adult citizens — law-abiding, connected to meaningful work, in healthy relationships, and living in healthy environments.

Research by renowned psychologist Jean Rhodes PhD (2002) stipulates that — when done well, mentoring can be transformative. It can inspire and guide people to pursue successful and productive futures, reaching their potential through positive relationships and utilization of community resources.

Thus, the mentoring program shall:

- Guide the participants to successfully Transition from their adolescent and teenage years into young adulthood.

- Equip participants on how they can increase their Productivity not only at school but also in the home and community.
- Evoke a unique Transformation in the lives of the participants and consequently on the school.

HOW: METHODOLOGY

- Each meeting shall reflect, assess, and introduce a new skill which mentees explore and learn the competencies and values of being purpose led.
- Students shall be trained to appreciate as well as focus on being responsible for their actions, value their contribution within their community, embrace a lifestyle of learning and the advantages of further education, develop, and continually build their confidence.
- Students shall be mentored to recognise and avoid potential negativity, the power of being accountable to others as well as holding themselves accountable.
- Each training session shall consist of:
 - Ice breakers
 - Group activities and exercises
 - Presentation or role plays
 - Case Studies
 - Self-assessments
 - Reviews
 - Commitment mapping and milestones

DELIVERY

Our methodology for an effective purposeful learning means monitoring the learned outcomes over a period, as learning is a process and not a one-time event. Thus:

- 15 Modules would be delivered over the course of 1 academic calendar year.
- There will be one session held each week.
- The program is designed with unique set of modules to meet the needs of students.
- Each session shall cover core competencies.
- Each participant shall set personal action plans with quantifiable goals to apply what they learn.
- This gives the participants the opportunity to revisit and relearn previous topics as well as being challenged on their progress.
- Mentoring sessions shall be anchored by open feedback while projecting parental support.
- Participants own the outcomes of the sessions and ensure implementation and sustenance of the agreed actions derived from the sessions.
- Participants will be given challenging projects that will involve growing and nurturing plants as well as creative crafts.

MODULES

WHAT: RESULTS

BENEFITS OF MENTORING FOR THE STUDENTS

This provides an opportunity for your students to experience a multitude of benefits either during the period of engagement or after. Here are some of the outcomes that the participants benefit from mentoring.

1. Nurturing Stronger Relationships: Mentees who foster relationships with mentors cultivate skills in setting healthy boundaries and forming connections. By interacting with an adult figure beyond their family circle, they enhance their communication and interpersonal abilities – tools that prove valuable throughout their childhood and into adulthood.

2. Elevating Self-Esteem and Confidence: Many children grapple with self-esteem and confidence issues. A positive mentoring relationship enables them to perceive themselves accurately, celebrating their strengths and achievements. This newfound confidence extends beyond mentorship, empowering them in their educational journey and beyond.

3. Mitigating Risk of Addiction: Research underscores that mentored children are less likely to engage in substance abuse later in life. Nurtured by caring mentor relationships, they become less susceptible to unhealthy influences, steering clear of high-risk behaviour. Their focus remains steadfast on their education.

4. Enhancing Behaviour at Home and School: Children lacking stable adult bonds often grapple with behaviour challenges at school and home. Mentoring guides them in self-control and proper conduct across various contexts, imparting essential life skills.

5. Boosting School Performance: For those lacking stable adult connections, school performance can suffer. Focus may waver, and guidance might be absent. Through mentoring, children gain the tools to concentrate on academics and receive the nurturing guidance necessary for success.

VENUE

Based on your institution's preference, the 5-week mentoring series shall either be carried out in person either at the school premises or on an agreed Virtual Platform.

MENTORING TEAM

According to research, mentoring should be characterised by mutuality, trust, and empathy. Mentoring relationships are more likely to contribute to positive youth outcomes if the relationships contribute to social-emotional development, cognitive development, and identity development of the youth. Thus, mentoring programs should be deliberate in recruiting and training mentors and in shaping the mentor-mentee relationship so it will make a difference and in guiding the mentor to address the developmental accomplishments that are critical.

Understanding the needs of effective mentoring the unmasked mentoring shall be facilitated by expert professional trainers and coaches including;

OUR KEY HUMAN RESOURCE

The team is headed by our lead consultant and managing partner Richard Akita, a Life Performance Coach, Author, and Entrepreneur, who loves empowering others to pursue their dreams. He is passionate about self-development; thus, he continually explores knowledge and its application which enables him to share and equip his clients to excel. He has had the opportunity to serve in various leadership positions and has clients in USA, UK, and Ghana.

QUOTE

Available upon request.

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When I was young, I could not imagine being old. My mother said, and the doctor confirmed, that I had an unusual amount of energy; and it followed me into young adulthood.

Billy Graham

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Richard Akita

