

Van Thinking Mentorship Programs in South Africa

Van Thinking offers mentorship programs to organisations and individuals in the knowledge economy. Everybody in a knowledge-rich career will find benefit from our mentor programs.

The program is customised for each person mentored. You can choose from a variety of formats to structure your mentor program. Read more about this on our web site where we discuss [how our mentor program works](#).

How to set up a mentorship arrangement with Van Thinking:

1. We need to discuss your requirement and see if there is a mapping between our expertise and your requirement and expectation. This usually takes place telephonically. This telephonic discussion is arranged between you and Van Thinking when you request such a discussion either telephonically or via email to mentor@vanthinking.co.za. You need to prepare yourself with the following information before this discussion
 - a. What are your expectations of the mentor program? Write it down as precise and concise as possible.
 - b. What are the aspects of your career you want to develop through this mentorship arrangement? Write down what areas of your career needs attention and what the reasons are for those requirements.
 - c. What are the time scales you have in mind? Consider if you want a long term arrangement for ongoing mentorship, or a short term, specific requirement you want to address. How much time do you want to spend in this mentorship arrangement per week/month?
2. Once we have discussed your requirements and expectations, and both parties agree that there is value for you in doing participating in our mentor program, you need to structure your own customised mentorship program. You can do this in discussion with us, or take into account the parameters described below. We suggest that you put together your preferred program and then discuss with us (telephonically or via email) if it suits your requirements and expectations.

Structuring your own customised mentor program

You need to take into account the following when you structure your mentorship program:

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1. What are your requirements?
2. What are your time scales?
3. What technology do you have available?
4. Do you want this to be an individual program with your mentor, or are you interested in group participation?

You need to take the following into account as you choose which of the following aspects you want to include in your mentorship program. The aspects are presented in tabular form below, and needs to be read in conjunction with their [descriptions on Vanthinking.co.za](http://www.vanthinking.co.za).

Aspect of program	Time	Time Scales	Technology requirements	Individual Group	Price
Face to face sessions	Scheduled	Shorter term	None (Possible cost impact depending on geographical area - see website)	Individual	R700 (ph)
Telephonic discussions	Scheduled	Shorter term	Telephone access in South Africa	Individual	R700 (ph)
E-mail discussions	Unscheduled	Medium to long term	Internet and email access	Individual	R400 - R1000 (pm)*
Skype discussions	Unscheduled Scheduled	Short Medium Long term	Internet access (ADSL for Skype voice discussions)	Individual	R700 - R1500 (pm)*
Online Group discussions	Scheduled	Medium Long term	- ADSL access to internet - Audio equipment for your work station	Group	R500 (per discussion), or R800 (pm for 2 discussions)
Online one-to-one discussions	Scheduled	Short Medium Long term	- ADSL access to internet - Audio equipment for your work station	Individual	R700 (discussion)

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Online Forum (Groups)	Unscheduled Available only in conjunction with other options, not on its own.	Medium Long term	Internet Access	Group	R400 (pm)
Online Forum (Individual)	Unscheduled	Medium Long term	Internet Access	Individual	R400 - R1000 (pm)*

* Exact price depends on frequency of message exchanges and number of subjects discussed.

Longer term arrangements

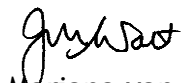
It might be in your interest to make longer term arrangements with us, since we allocate only a limited number of people to any one mentor to ensure quality of service to current participants. For this reason a month-to-month arrangement might lead to disappointment when we cannot renew your arrangement in the following month due to other paid-for mentorships already arranged. In conjunction with our acceptance and the mutual evaluation of the value of the program for any individual, our monthly participants are allocated on a first paid-for basis.

Arrangements with Organisations

We make customised arrangements with organisations wanting to make use of our external mentorship program to benefit their knowledge workers. Read more about the [mentorship program for organisations](http://www.vanthinking.co.za/mentorship-program-for-organisations) on [vanthinking.co.za](http://www.vanthinking.co.za). You need to contact us via email (mentor@vanthinking.co.za) or telephonically (083 2853799) if you want to discuss the possibilities.

We look forward to hearing from you. Hopefully we'll find that a beneficial program can be structured to advance your success in your knowledge career. The knowledge economy is the industry of the future - prepare for that future today.

Sincerely



Mariana van der Walt