



# Conceptual Framework of Mentoring in LMIC to advance Global Health

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# Introduction

- Adult learning theory: different aspects of knowledge and skills acquisition
  - Core adult learning principles: the learner's need to know, self-concept, experiences, readiness to learn, orientation to learning and motivation.
  - “Meaning from experience”
- Adapting learning for emergent knowledge
- GH add layers of complexity: diseases, systems, inter/transdisciplinarity, health non-health sciences, cross-cultural challenges
- For LMIC: working across cultures, disciplines in resource-limited settings,

# Frameworks?



- For mentors to organize their work, generate new ideas, and develop programs within their institutions.
  - Set expectations for mentees.
  - Defines the critical role of a mentor, helping/guiding learners to reflect and engage in deep conversations about life and work experiences to support transformational learning.
  - Mentorship “an experienced highly regarded empathic person (the mentor) guides another individual (the mentee) in the development and re-examination of his or her own ideas, learning, personal, & profess development
  - Mentoring: developing of technical skills & individual development (“situational leadership”: task and situation -relevant)

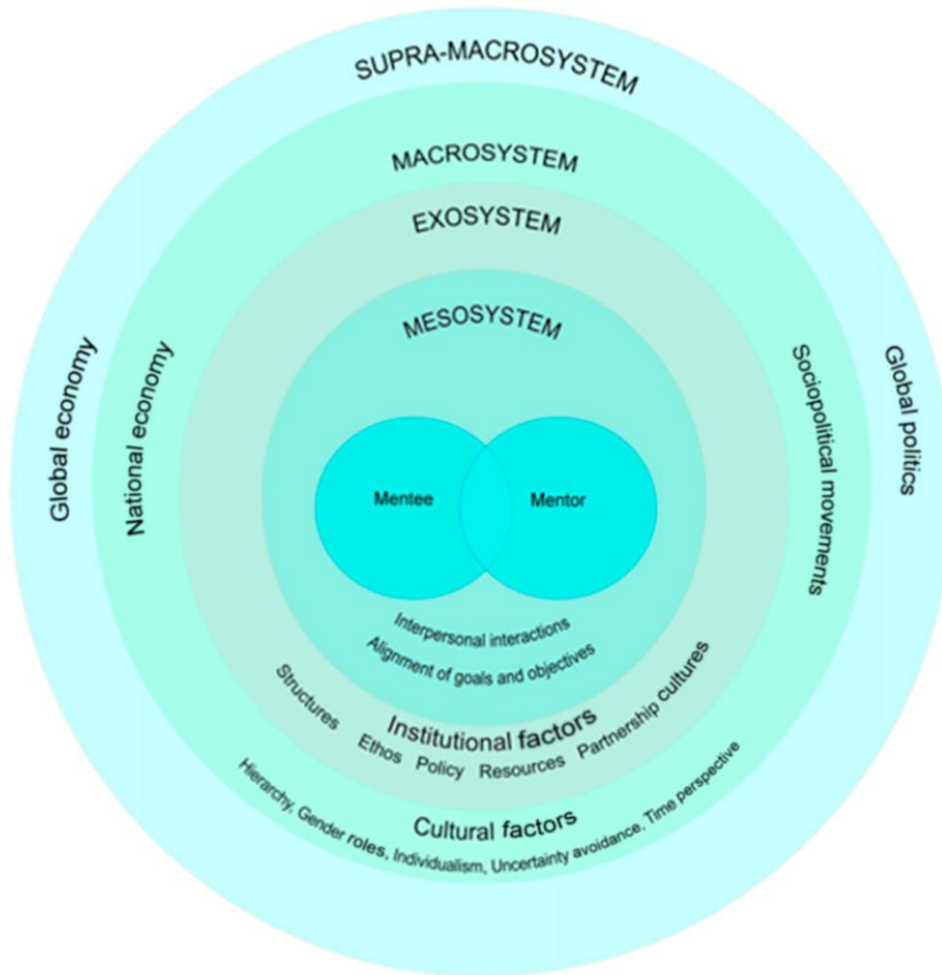


# Conceptual frameworks

- Conceptual frameworks represent ways of thinking about a problem
  - Help define aspects of a complex issue
  - Student development evolving into how environmental (institutional) factors influence development (behavior attitudes and cognition) + socialization (in graduate or professional schools)
- LMIC: beyond institutional, additional social, political, economic, national, regional and global influences



# Conceptual frameworks for mentoring: mentor-mentee relationships



- Psycho social-ecological framework
- Interactions between mentor and mentee surrounded by institutional, socio- cultural, political and global influences
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# Conceptual frameworks for mentoring: mentor-mentee relationships



Supervision vs sponsorship



# How to use the framework?

1. Design new mentoring programs and institutionalize them
2. Analyze structural challenges in setting up mentorship programs
3. Analyze challenges in the M-m interactions
4. Create a template to train mentors in comprehensive mentorship activities
5. Set expectations for mentees