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
Conceptual frameworks for mentoring: mentor-mentee relationships

- Satisfaction
- Mission
  - “Mentoring”
  - “Coaching”
- Success
- Job
- Career

“Calling”

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