

Reactor's Perspective: Structured Mentoring in Medical Education

From Concept to Meaningful Practice

Jindra H. Tetangco, MD, FPPS, FPPSAP, MHPed
Professor, DLSMHSI – College of Medicine



Why This Topic Matters Now

“Mentoring is an educational responsibility”

Key Points:

- Mentoring is no longer optional
- Shift from opportunity to necessity
- Structured mentoring = response to modern educational and training gaps



Conceptual Strengths

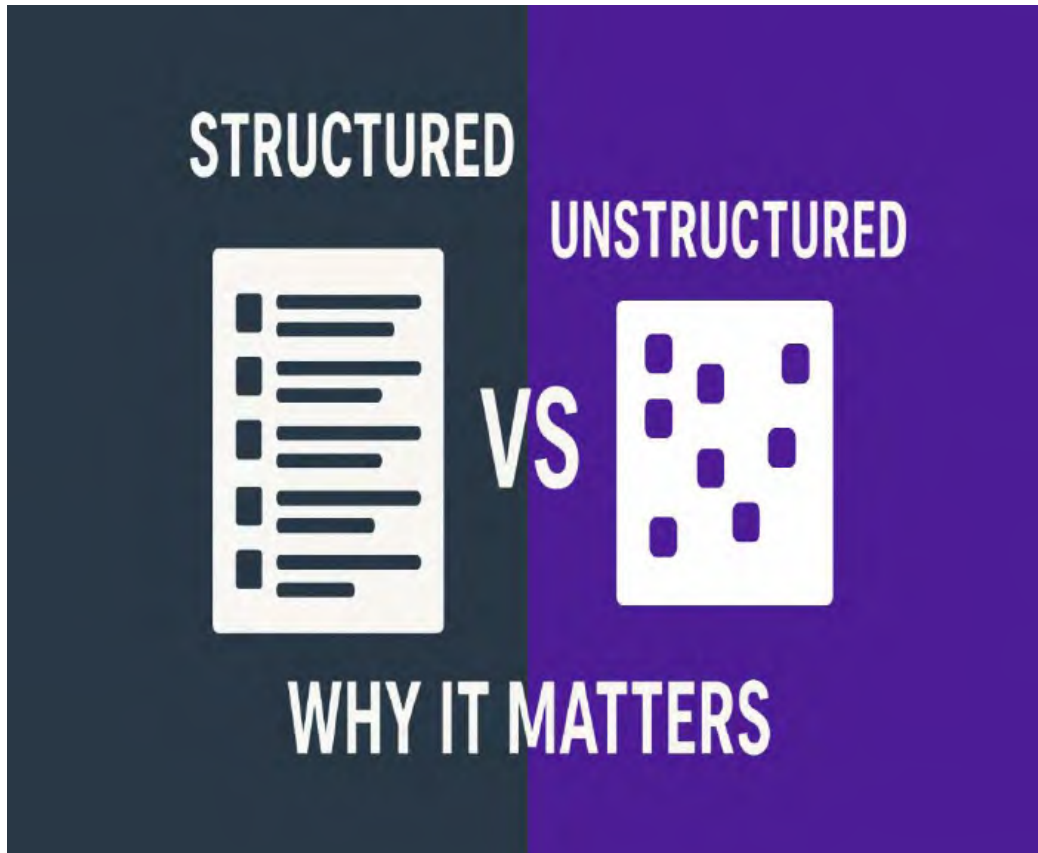
Theory Driven

- Clear definition despite literature variability
- Distinction from coaching/ advising/ supervision
- Strong theoretical grounding:
 - Facilitative learning
 - Experiential learning
 - Transformative learning

“Theory-driven educational intervention”



Structural Strengths



- Clear comparison: structured vs unstructured
- Emphasis on equity and access
- Identification of 5 core characteristics
- Stepwise design framework (very practical)



Critical Reflections

Issue #1: Structure vs Authenticity

Key idea:

- Overstructuring may reduce connection
- Risk of “checklist mentoring”





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Structuring Meeting Time

“10/20/60” Rule

First 10 Minutes

- Engage in personal/professional—
“check-in”

Next 20 Minutes

- Focus on ‘front burner’ issues
(upcoming exam, case
presentation, OSCE, etc.)

Last 60 Minutes

- Discuss current and long - term
goals and priorities

Critical Reflections

Issue #1: Structure vs Authenticity

Key idea:

- Matching process:
 - Random vs Matched mentor - mentee pairings
- Forced pairings → superficial engagement





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THE
Perfect
MATCH

- Random matching
- Continuous assessment of “the match”
- A system is in place for identifying a “non-perfect match”

ARE YOU READY
TO BE A
MENTOR?

Critical Reflections

Issue #2: Mentor Readiness

Key idea:

- Not all good clinicians are good mentors

Need for:

- Protected time
- Faculty development
- Institutional culture change





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Protected time

- Schedule of mentor-mentee meetings embedded in the school calendar (1 week allotted)
- Faculty files for a teaching pay
- Attendance is submitted
- Student-led meetings are NOT effective



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Faculty Training Workshops MEU Modules

Module 1- INSTRUCTIONAL DESIGN

Module 2 – ASSESSMENT

Module 3 – MENTORING

Module 4 – CLINICAL TEACHING

Module 5 – EDUCATIONAL RESEARCH



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MENTORING MODULE

Part	Title	Teacher
1	The Teacher as a Mentor	Dr. Jindra Tetangco
2	Requisites of a Mentoring Program	Dr. Warren Roraldo
3	Mentoring Skills	Dr. Karen Santos
4	The Mentoring Process	Dr. Cherry Abu
5	The DLSMHSI – CM Portfolio of learning and Self-reflection	Dr. Crisphin Casubha/ Dr. Julius Reyes





Buddy-Buddy Mentor-Mentee kami

GRAND MENTORING DAY

OCTOBER 17, 2018, 2:30PM | ANIMO CENTER
 Bring sports attire: assigned color shirts (Team A-white, B-red, C-blue, D-green); girls wear legging or jogging pants.

PROGRAMME

2:30-3:15 Registration	3:30-3:40 Message
3:15-3:25 Lasallian Prayer and National Anthem	Cherry T. Abu, MD, FPCP, FPSMID Chair, Mentoring Committee
3:15-3:25 Welcome Remarks	3:40-4:00 Mentor-Mentee meet up
Madeleine Grace M. Sosa, MD, FPPS, FPNA, FCNS, MSCE Dean, College of Medicine	4:00-onwards FUN, FOOD, and FELLOWSHIP!



DE LA SALLE MEDICAL AND HEALTH SCIENCES INSTITUTE
 COLLEGE OF MEDICINE

TARA TENA SA BARRIO FIESTA

GRAND MENTOR-MENTEE DAY

SEPTEMBER 25, 2019 | 12:00PM, ANIMO CENTER
 Bring sports attire, Assigned color shirts (Team A-Yellow, B-Red, C-Blue, D-Green); Girls please wear legging or jogging pants.

PROGRAMME

12:00 - 1:00PM REGISTRATION	1:00 - 1:30PM WELCOME REMARKS
	Dr. Madeleine Grace M. Sosa Dean, College of Medicine
	MESSAGE
	Dr. Cherry T. Abu Chair, Mentoring Committee
1:30 - 2:45PM MENTOR-MENTEE MEET UP AND GROUPINGS	
2:45 - 4:45PM GAMES AND REFRESHMENTS	
4:45 - 5:00PM AWARDING OF WINNERS	

IN CELEBRATION OF 100 Years

COLLEGE OF MEDICINE MENTORING COMMITTEE
 IN PARTNERSHIP WITH COLLEGE OF MEDICINE STUDENT COUNCIL





Requisites for Establishing a Mentoring Program



Moving Forward: What should we do?

3 Key Actions

Start small (pilot programs)

Invest in mentor training

Blend structure + flexibility



Final Reflection

“Structured mentoring is not simply about pairing a mentor and a mentee – it is about intentionally shaping the future of our profession, one relationship at a time.”





**"EVERY GREAT
ACHIEVER IS
INSPIRED BY A
GREAT MENTOR."**

- LAILAH GIFTY AKITA