



AIM 22

MENTORING MOVEMENT



To share. To learn. To impact lives.

Welcome to the inaugural issue of the Mentoring Newsletter from the **Asia Institute of Mentoring (AIM)**!

AIM is the first organization in Asia (and the world) to focus on growing mentors, raising the quality and setting the standard in mentoring, bringing mentoring to the spotlight, and promoting mentoring as a life philosophy.

[Read more ... \(2\)](#)

HIGHLIGHTS

My Mentoring Story

Gillian Tan



Karen Tok



Follow us on our socials to get updates!



Welcome

Three years ago, on January 11 2019, AIM was officially launched in partnership with SGInnovate. Fast forward three years - AIM is today Asia's leading institute in mentor training and certification. Since then, we have organized well over 100 events (workshops, webinars, fireside chats, etc.) with over 8000 participants, conducted 10 cycles of mentorship programs involving over 500 mentors and mentees, and 6 runs of Certified Professional Mentor (CPM) training program. These AIM initiatives collectively demonstrated the power of the community, and the unifying power of mentoring-driven human connections and care for the human spirit, showing that it is in giving that we receive.

Today the community has grown to over 4500 strong, comprising over 350 mentors across multiple demographic segments in over 20 industry sectors.

As we start the new year with the launch of the AIM 22 Mentoring Movement (AIM 22) to bring hope and optimism in the emerging new normal, we wish to shine a spotlight on many of the mentors who have been leading the charge in this mentoring movement, within the AIM community also out there in the society. Many have participated in AIM-organized events as mentors, speakers and special guests; others are key influencers and leaders in their industries and the society.

Hence, the My Mentoring Story project was born. My Mentoring Story is a series of short video interviews of these pioneering

mentors - their experiences and mentoring stories as seen thru their eyes and told in their own voices - on their personal journeys to inspire and guide others to a greater height whether in business, career, family, personal development, self-actualisation - on their way to becoming a better version of themselves.

This Mentoring Newsletter is our way to bring their stories to you - and out to the broader community. This is the first of many such mentoring stories.

In a fast-paced world where the only constant is change and the future is all but certain - and where our planet faces unprecedented challenges - the work of mentors and mentoring has never been more important and more urgent. There is an urgent need for each of us to draw on our strengths and creative potential as human beings, to connect with our higher self and our deeper purpose to contribute towards humanity in a positive and impactful way. Mentors are our guides on this journey.

And as such, mentoring is a foundation for a kinder, gentler, more inclusive, more just and more sustainable world.



Yen-Lu Chow

Founding Executive Chairman
Asia Institute of Mentoring



My Mentoring Story

Tell us a little bit about yourself.

Hi, my name is Gillian and I am currently a mentor. I start volunteering for Asia Institute of Mentoring since 2019 and I was the pioneer group that took that certification of mentoring program. Currently, I am the Chief Operating Officer (COO) for [Jebsen & Jessen](#).

How did your mentoring journey start?

I started my mentoring journey since my 20s when I became Manager. At that time, I had a direct report and I felt responsible for my own growth as well as the growth of my direct report.

Source: [Gillian Tan](#)

 Watch full video [here](#).

Who influenced you into mentoring?

As far as I can remember, I grew up in church and the church leaders were very caring and they ensure that they teach us the right way to become a human being of how to treat others, treat others as how you want to be treated. The church leaders were impactful in my life and they want to make sure biblically, we have the foundation and we're able to grow up and impact other people in the same way.

What were some of your most memorable moments in your mentoring journey?

Some of the most valuable and vulnerable moments were those time when I mentored at work. I can see my direct report actually succeed when they get promoted and their lives actually prosper and the most satisfying is see them impact others by mentoring other people.

When I mentor for (SIM) Singapore Institute of Management, to those whom just started their career, to help them understand women can have both their career as well as their family. I think that was when I felt that I could support them in this journey as they are not alone. It can be very overwhelming having to stretch in their life especially in their 30s.

Why did you choose to become a mentor/mentee?

Before becoming the mentor, I need to be a mentee. Before you become a leader, you need to be a follower. I have been a mentee, even now, I am still a mentee because I enjoy learning. I became a mentor because I am a leader and need to impact and support people who want to become leaders.



Watch full video [here](#).

What were your most valuable learnings from your mentoring journey?

The most satisfying moment for being a mentor is it helped me to stay grounded and humble as a leader. It keeps me on my toes that life is not smooth, so being able to be in a journey with those mentees, they trusted you and are willing to share with you their life. I am very grateful and privileged to be in this position to be trusted and I think this journey is both reflective for myself and my role in life, which cannot be bought by dollar and cents.



Don't miss out again!
Catch our next episode
by following our socials.



Upcoming Events

Upskill, grow, learn from our expert speakers. Asia Institute of Mentoring (AIM), host series of webinars and programs for your personal and professional development.

ANGEL CENTRAL Asia Startup Network e-TI e27 STARTUP-O ASIA INSTITUTE OF MENTORING

Bjorn Lee
Founder & CEO of MindFi

Yen-Lu Chow
Co-Founder Asia Institute of Mentoring & Over The Rainbow

Mohan Belani
Co-founder & CEO of e27

Moderator

Venture Creation in Asia: Fireside Chat Series - the MindFi Story
AIM + AngelCentral + ASN + e27 + EF + Startup-O | Entrepreneurship Series

Thursday 24 March 2022, Time: 16:00 - 17:00 (SGT)

Entrepreneurship
Register [here](#)

ASIA INSTITUTE OF MENTORING

Alice Ho
Founder of Netherlands Professional Asian women's network

#IamRemarkable
Career Series

Tuesday 29 March 2022, Time: 16:00 - 17:30 (SGT)

Career
Register [here](#)

Join our CPM program
To share. To learn. To impact lives.
asiainstituteofmentoring.com



**CERTIFIED
PROFESSIONAL
MENTOR (CPM)**

11, 18 & 25 April 2022
2, 9, 16 & 23 May 2022

Mentorship
Register [here](#)

**VIEW ALL
UPCOMING
EVENTS
HERE.**

KASS ANGEL CENTRAL Asia Startup Network e-TI e27 STARTUP-O ASIA INSTITUTE OF MENTORING

Moderator

Geetha Kandiah
Leading IT expert, International speaker

Diego Taira
Entrepreneur & Investor

Venture Creation in Asia Fireside Chat Series - IP Fundamentals for Start-Ups
Entrepreneurship Series

Thursday 21 April 2022, Time: 16:00 - 17:00 (SGT)

Entrepreneurship
Register [here](#)





My Mentoring Story

Source: [Karen Tok](#)

 Watch full video [here](#).

Tell us a little bit about yourself.

I am an entrepreneur, a startup mentor and a trainer. I built a biotech recruitment business and sold it 16 years later. I help business owners, individuals and students turn their adversity into power through my mentoring and training.

I am a mother and a wife. I love learning. Life to me is about learning, creating and experiencing.

How did your mentoring journey start?

Friends and business acquaintances started to approach me for advice on starting their business when I was 4 to 5 years into my business. I did not have much successful track record then, still learning the robe as a business owner. So I was sharing what I went through in my startup. I love solving problems. Light bulbs would pop up in my mind from nowhere. I was good at coming up with solutions and ideas to their problems.

Later on when my team grew, there was more mentoring needed within my recruitment service company. I discovered that I enjoyed uncovering hidden talents in people and sharing with my candidates and employees how they could further apply their strengths and develop their potentials, so I started to do more.

Who or what influenced you to become a Mentor/Mentee?

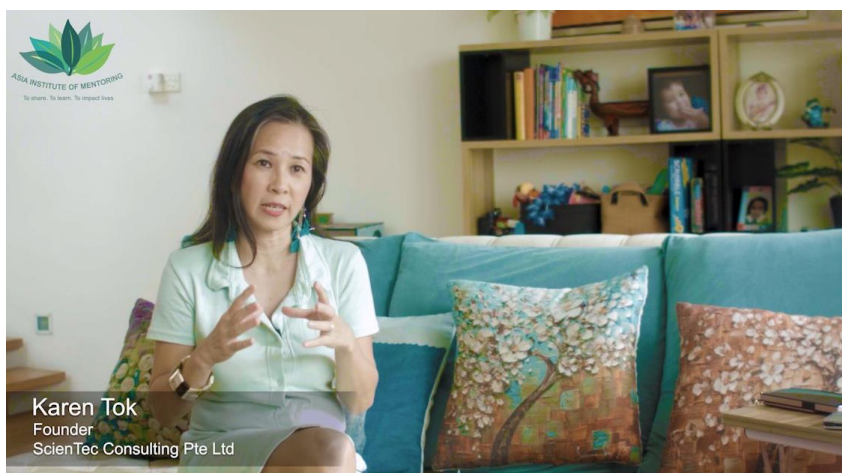
When I was growing up, motivational books were my go-to for advice. The self-help section at bookstores was where I visited frequently. I loved some authors like Elisabeth Kübler-Ross, Deepak Chopra, etc. Motivational books have had a significant influence on my life. Later on in life, I had a couple of great mentors who were instrumental in my personal and professional success at different stages of my life.

What were your most memorable moments from your mentoring journey?

One of my most memorable mentoring session was mentoring a group of five to six people in a shelter home for the homeless: a mute waitress, a road sweeper, a bankrupt businessman and a few others.

I was really impressed by the road sweeper. She had left her abusive husband with her months-old baby. She showed me how she managed her daily expenses with the tiny income she brought home and had a very clear plan on how she was going to save enough capital to start her second-hand goods business. I was speechless. She inspired me, and at that moment, I thought she was the real mentor, and I was the mentee.

Watch full video [here](#).



What are your most valuable learnings from your mentoring journey?

I was fortunate that at an early age in my life, I had discovered that most successful people are very ready to share their secrets to success. As a result, I had learnt to seek out mentors, and this knowledge allows me to have the confidence to take on anything that I want to do even if I do not have the skills. This is one of my valuable learnings as a mentee.

As a mentor, I once tried to support someone in depression, and I felt that I was failing miserably and frustrated that I could not help her. I went to a mentor who was a social worker for the last 10 years for advice, and he said to me that sometimes it is not about trying to fix them. It is about listening to them and just being with them. I had an awakening. I always tried to fix things and solve problems fast, but I realised that some people are not ready to be fixed. How would I support them if I see them as a problem to start with? That was one of my valuable learnings.

What advice would you give to an individual who is thinking about beginning their own journey into mentoring?

Life can offer us much more if we continue to be an apprentice even after becoming a master. Even a Jedi has a mentor. Mentoring can bring tremendous learning opportunities and greater awareness about ourselves. Don't stop learning and contributing regardless of what level you are at in your life.

What do you think are some of the barriers that prevent people from seeking mentorship?

There are possibly three reasons:

- 1) Too proud to seek help - perhaps they see seeking help as a sign of weakness.
- 2) Feel insignificant - they might think to themselves, why would anyone want to help them? They are nobody.
- 3) Unable to develop genuine connections with people they seek help from, or perhaps unable to demonstrate their commitment

These are some of the possible reasons why mentorship does not work out. If we want something bad enough, we will work hard to find it in no time.



Testimonials



Marylen
AIM 21 Mentee

I am grateful for this amazing program by AIM on mentorship program. I enjoyed the experience as much as it has also gave me the opportunity to learn more about a mentor and mentee.

My mentor, **Deepali**, asked me a lot of important questions that I need to reflect on, helping me in my process to **improve myself** and my business. She made it simple and concise for me. I can definitely make use of the questions and process even on my own to reflect further. Thank you AIM and Deepali for your guidance and generosity!



Aliya Patel
AIM 21 Mentor

Amazing learning journey, with supportive faculty, training me with an **extraordinary curriculum** and online technical support, providing me with tools which not only **upgraded my skills** but also helped me in enhancing those, whilst holding an international Mentor Certification as a recognition. Overall an excellent and complete **transformational Mentoring Program**.

LEADERSHIP

PARENTING

5 PILLARS of MENTORING

PERSONAL
WELL-BEING

ENTREPRENEURSHIP

CAREER
RESILIENCE

Join AIM as a Member

to grow our community of like-minded individuals interested in paying it forward, growing themselves and their peers.

The [membership](#) fee covers a multitude of activities and is a nominal contribution to fund those activities organised by AIM. As a non-profit, we are self-funded without government funds. The value to be a member of this growing community is potentially priceless.





Mentee



Mentor

Join the **AIM 22 Mentoring Movement (AIM 22)**, the latest initiative from AIM, to bring hope and optimism to help everyone transition towards a new normal. Be more empowered and supported.

Our goal is to have people mentoring forward this coming year, through *acts of generosity giving, caring and kindness*, and to continue to build on it every year for the next decade.

FOR YOUTHS



Mentee



Mentor



M.Y AIM
Do what I love, love what I do



Be a M.Y AIM 2022 Mentee!

If you are between 17 - 25 years old, sign up to be paired with a committed mentor to help you navigate your next steps to a fulfilling life for the next 3 months (from February 2022)!



Be a M.Y AIM 2022 Mentor!

Inspire the next generation and bring mentoring to youths to help them learn, grow and achieve their fullest potential for the next 3 months (from February 2022).

M.Y AIM is a **Youth Mentorship Movement** targeted at youths 17-25 years old. It is a collaboration between Metropolitan YMCA (MYMCA) and Asia Institute of Mentoring (AIM) that helps to bridge the gap between youths and their career aspirations through mentoring. We hope to support youths in their growth journey and see them discover themselves in doing what they love, loving what they do.



Certified Professional Mentor (CPM) Program

The [CPM program](#) is AIM's flagship 4-day 7-module intensive holistic mentor training program to provide a solid foundation in the art and science of mentoring. The CPM Certification Process includes a mentoring practicum where the candidate is required to complete 2 mentorship cycles (each 3 to 6 months in duration within a 12-month time-frame).

At the completion of the program, you will receive certification as an AIM Certified Professional Mentor (CPM).

Our upcoming CPM program kicks off 11 April.
Sign up fast!



Join our CPM program

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**CERTIFIED
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AIM 22 Community Partners



Check out more about AIM:

Main website [here](#)

All events [here](#)

Resource center [here](#)

Join AIM as a Volunteer [here](#)

Contact us [here](#)



**Learn more
about
Mentoring
[here](#)**