



BEYOND COACHING: EMBEDDING MENTORING INTO EXISTING SUPPORT INITIATIVES

PROGRAMME SNAPSHOT

- **Client:** BPN Rwanda
- **Years:** 2023-2024
- **Number of participants:** 6 mentors and 7 mentees
- **Participating country:** Rwanda

THE OBJECTIVES

In response to BPN Rwanda's ambition to deepen the impact of its coaching model and prepare for scale, The Human Edge partnered with BPN to equip experienced business coaches with mentoring skills. The goal was to enhance their work with entrepreneurs and enable them to mentor new Business Coaches entering the ecosystem.

The initiative aimed to:

- Equip existing BPN business coaches with mentoring skills and practical tools to strengthen their support for entrepreneurs.
- Prepare experienced coaches trained as mentors to mentor and guide incoming Business Coaches.
- Enable new business coaches to understand how to make the most from mentoring and fully utilise the mentoring tools available to them.

THE CHALLENGE

In many entrepreneurial ecosystems, coaching is a well-established tool for business development, but mentoring remains underutilised. While coaching often focuses on performance, planning and accountability, mentoring brings a relational, trust-based dimension that supports personal growth, mindset shifts and long-term resilience.

Yet, few coaches receive formal training in mentoring and even fewer are supported to apply those skills within their peer networks. This programme set out to address that gap by building mentoring capacity within an existing coaching community strengthening both the quality of entrepreneurial support and the cohesion of the network behind it.

OUR APPROACH:

The Human Edge delivered a tailored, light-touch mentor training programme designed to build the foundation of mentoring skills among BPN Rwanda's business coaches. The training was delivered virtually and included:

- **Two Mentor Training sessions** for experienced coaches, covering what mentoring is, how it differs from coaching and how to create trust-based, non-directive support relationships.
- **One Mentee Preparation session** for more junior or new business coaches within BPN's network.
- **A Matching session:** that paired experienced coaches trained as mentors with more junior or new business coaches.
- **A relationship-building session** following the Matching. It aimed at supporting mentor-mentee pairs in setting expectations, goals and working norms.

Mentor training

Providing experienced BPN coaches with the skills and confidence to mentor effectively.

Mentee Preparation

Equipping new and more junior business coaches with the confidence and mindset to engage fully in the mentoring process.

Matching

Facilitating thoughtful mentor-mentee pairings.

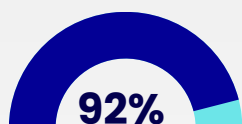
Relationship building

Fostering relationship building, constructive feedback and growth across pairs.

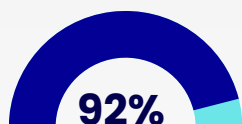
KEY OUTCOMES FOR PARTICIPANTS

(based on post-training feedback from participants)

Mentoring skills



felt confident or strongly confident in their understanding of mentoring and the role of the mentor

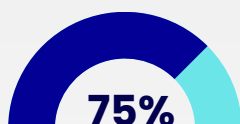


felt confident or strongly confident in their active listening skills

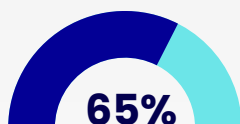


felt confident or strongly confident in providing constructive feedback to their mentees

Self-awareness and openness

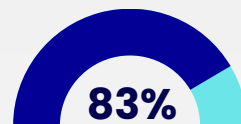


felt more open to showing vulnerability in their role as mentors



reported greater self-awareness of their own strengths and weaknesses

Confidence in practice



said they felt confident in enabling mentoring conversations

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The most important thing learned during the training is understanding the differences between coaching and mentoring, recognising the value of mentoring as a tool for professional development, and identifying the responsibilities of both mentors and mentees in fostering a successful mentoring relationship. Additionally, I am confident that the various mentoring tools shared will serve as valuable resources, providing essential guidance and support throughout our mentoring journey.

Ange Ishimwe, BPN business coach and mentor

This mentor training programme added a powerful relational layer to an already well-established coaching model, one that fosters a culture of shared learning, leadership and support often missing from traditional training approaches. By equipping experienced coaches with the skills and mindset to mentor others, the initiative created space for deeper connection, reflective practice and peer development.

In doing so, it laid the groundwork for a more resilient and collaborative coaching community where growth happens not only through tools and strategy, but through trusted relationships and human connection.

Contact us to explore how mentoring can enhance your coaching programmes, strengthen peer support and build a culture of leadership and learning across your organisation.