



Brunei Mentors for
Entrepreneurs Network

handbook^{2nd Edition}

DARE
Darussalam Enterprise

A guide with useful information
on BMEN and how mentors and
mentees can interact through its
structured mentoring
programmes and activities.





About The Handbook

The Brunei Mentors for Entrepreneurs Network (BMEN) Handbook aims to present useful information on mentoring and how mentors and mentees who are part of the network can interact through BMEN mentorship programmes and activities. The second version of this handbook is the result of surveys conducted by BMEN and feedback gathered from members to ensure a more efficient and effective implementation of its programmes and activities.

It is hoped that BMEN will continue to enhance Brunei's mentoring ecosystem by presenting a range of opportunities and benefits to help the development of local micro, small and medium enterprises (MSMEs).

Thank you for your interest in this initiative and we hope this handbook is useful for an enjoyable and enriching experience in your mentorship journey.

Visit the BMEN Portal at
www.brunementors.com

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Introduction

During the Cabinet Ministers' Special Meeting on 7 February 2018, His Majesty The Sultan and Yang Di-Pertuan of Brunei Darussalam through his Titah emphasised the need to assist and guide our entrepreneurs in starting and managing their businesses until they succeed.

Aligned with His Majesty's Titah, and in our effort to further develop Brunei MSMEs, Darussalam Enterprise (DARE) launched BMEN on 29 March 2019 to serve as an impact initiative that supports and encourages positive growth of Brunei MSMEs by connecting them to business mentors through effective, coordinated, and structured mentorship programmes and activities.

BMEN brings together business mentors comprising successful entrepreneurs, professionals, academicians, and experts from various industries and business backgrounds, who are willing to share their knowledge, skills and experience, and provide mentorship to Brunei MSMEs on a voluntary basis.

Established in collaboration with ASEAN Business Advisory Council of Brunei (ASEAN-BAC Brunei) and in response to the launch of ASEAN Mentorship for Entrepreneurs Network (AMEN), BMEN also serves as a national network to connect mentors with diverse expertise and mentoring resources provided by the regional network.



About BMEN?

BMEN is an initiative led by DARE that brings together a community of business mentors and mentees who are determined to learn and exchange knowledge on business related areas through voluntary mentorship.

Vision

To lead as a robust national mentorship platform that promotes positive growth of Brunei MSMEs in various industries and business backgrounds.

Mission

To support and strengthen the business mentorship ecosystem in response to the development needs of Brunei MSMEs.

Objectives

- To gather as many business mentors across the nation as possible.
- To enhance the quality of business mentors in order to provide effective and impactful mentorship.
- To facilitate knowledge transfer as needed by our MSMEs (mentees) to support and encourage their growth.
- To foster fulfilling and beneficial mentor-mentee relationships.
- To enculturate business mentorship among local business communities.

About Mentorship

Mentorship is a process of personal and professional development, where a mentor shares their accumulated knowledge and experience to guide someone who is newly embarking upon a similar venture.

BMEN defines mentorship as a learning relationship between mentor and mentee that focuses on business growth through regular interaction and feedback based on the time and commitment mutually agreed upon by both parties.

BMEN believes mentorship to be a highly effective, impactful, and mutually beneficial way for businesses to improve and grow.



Benefits

By joining the network, you will be able to enjoy the following benefits:

- Have access to events and activities to develop mentorships.
- Strengthen your network and get connected to successful entrepreneurs, professionals, experts and academics.
- Have access to regional/international network partners and resources affiliated with BMEN.
- Be part of a community of like-minded individuals to grow your business.

For mentors:

- Give back to the community and help grow local businesses.
- Receive training to conduct effective mentoring (locally and regionally).
- Exposure to fresh perspectives, ideas and approaches.
- Be recognized for outstanding dedication and contribution to business community.
- Potential opportunity for business relationship or partnership with mentees.
- Have access to regional/international mentorship resources and network partners affiliated with BMEN.

For mentees:

- Gain practical advice, encouragement and support from experienced mentors to grow your business.
- Develop and improve business skills and knowledge through mentorship.
- Exposure to new ideas and ways of thinking.
- Pass on knowledge gained from a mentorship.
- Potential opportunity for business relationship or partnership with mentors.



Joining BMEN

To join BMEN, you must apply as a mentor or a mentee at the BMEN Portal at www.brunementors.com. Acceptance to BMEN is based on the eligibility criteria below:

Criteria for Mentors

To qualify as BMEN Mentor, you must have adequate experience and knowledge in business-related areas and must be committed to encouraging and assisting your mentees to develop their business to its full potential. A mentor should fulfil the following criteria:

- **Entrepreneur** - at least 5 years of business establishment with proven business success.
- **Professional** - at least 5 years in middle or senior management position in a corporation and demonstrated achievements of corporate objectives.
- **Academician** - at least 5 years of teaching experience in a relevant field of specialisation and rendered potent business consultancy services to public and/or private organizations.
- A resident of or a frequent visitor to Brunei.

A mentor should also demonstrate the following qualities

- Visionary outlook and strong leadership with ability to set goals and targets.
- Ability to simplify complicated concepts and deliver easy-to-understand contents that are appealing and engaging to mentees.
- Passionate in helping MSMEs/startups.
- Willingness to contribute their own time, knowledge and expertise.
- Strong motivational and interpersonal skills with people of different backgrounds.

Eligibility

Criteria for BMEN Mentees

To qualify as a BMEN Mentee, you must be an owner/shareholder or partner of a business or company that has been registered/incorporated with the Registrar of Companies of Brunei Darussalam (ROCBN).

Consideration shall also be given to aspiring entrepreneurs (Bruneian or PR) who are serious and committed to starting and running a business, with preference given to those who have participated in DARE programmes and initiatives and any other similar initiatives provided by other organizations.

All applications shall be reviewed on a case-by-case basis and are subject to DARE's discretion.



Mentorship Programs & Activities

Once your registration to join BMEN is approved, you will have the opportunity to develop mentorships spontaneously or via a formally structured program. Where required, BMEN partners with relevant organisations to run its mentorship programmes and activities*.

Below are mentorship programmes and activities organised by BMEN:

mentor link

Mentor Link allows registered mentees to independently connect with available mentors through the BMEN Portal. Mentees can view mentor profiles and select their preference to initiate a mentorship engagement. Mentors are expected to respond to any requests from mentees in a timely manner.

≡speed mentoring

Meet the Mentors is an interactive speed mentoring event that creates engagement between potential mentors and mentees. The event includes a series of short conversations, where each mentee can meet and talk with a mentor for a brief time slot, before moving onto the next mentor. This format facilitates knowledge sharing and relationship building while also enabling mentees to identify a potential mentorship that could support their business growth in a specific, targeted area.

Mentorship Programs & Activities

mentor clinic

Mentor Clinic offers mentees private sessions with mentors to receive guidance and provide opinions in specific areas of business.

virtual mentor circles

Virtual Mentor Circles are online group mentoring sessions to share and discuss problems faced in a specific area of business, set goals, and build competence and confidence in working individually on goals with the resources, guidance, support, and motivation of BMEN mentors.

Each Virtual Mentor Circle runs for up to 3 months, where mentors and mentees must commit to meeting at least once a month, though they are more than welcome to meet more frequently within the 3 months. Mentors are expected to assist mentees to set goals and targets to be achieved within the period of the mentor circle.

Refer to **Appendix B** for a full guide.

power brunch

Power Brunch is a regular face-to-face group mentoring session that enables BMEN mentors and mentees to network and discuss matters related to business over a relaxed setting at cafés across the nation.

BMEN may introduce new programmes or change existing ones from time to time. To find out the latest updates and schedules on any of the programmes, visit our website at www.brunementors.com.

***Disclaimer: As BMEN Programme Coordinator, DARE will endeavour to find each mentee a suitable match. However, a match cannot be guaranteed as mentorships are undertaken voluntarily and based on a mutually agreed arrangement.**

Community Events

BMEN organises events to strengthen the community for members to socialize, network, learn, and share their experiences in mentorship.

mentor learn@lunch

A learning and engagement session for mentors where guest speakers are invited to share new information, feedback, and ideas on mentorship.

mentee meetup

Sharing session for mentees to socialise and share mentorship experiences gained through BMEN programmes and activities.

BMEN APPRECIATION NIGHT

The BMEN Appreciation Night is an event to show appreciation to BMEN mentors for their efforts and time spent on mentoring MSMEs, award top mentors who have made significant contributions to BMEN, provide a platform for mentors to share experiences about mentorship, as well as encourage other mentors to actively volunteer and take on mentorship.



BMEN presents Star Mentor Awards to mentors to convey appreciation and recognise their active participation and contribution to BMEN mentorship programmes. It aims to inspire and increase efforts in their contribution to BMEN.



Feedback & Enquiries

Feedback is important to ensure continuous improvement of the programmes and activities under the BMEN initiative, as well as to measure its effectiveness and impact towards enhancing Brunei's business mentorship ecosystem. DARE regularly conducts surveys to gather data and insights from BMEN members and the public on the opinions and understanding towards business mentorship.

General enquiries and feedback relating to BMEN can be submitted via the BMEN Portal or email at bmen@dare.gov.bn.

Support

BMEN Portal

As members of BMEN, you can enjoy the facilities and features offered on the BMEN Portal. Simply log on at www.brunementors.com to access the calendar of events, keep track of ongoing mentorships, file sharing between mentor and mentees, post ideas or useful links with other members, and many more.

BMEN Programme Support

Wherever possible, DARE will assist with mentorships under BMEN programmes and activities. This support may come in various forms such as access to meeting venues, teleconferencing facilities, access to regional mentoring resources, and many more. Members should provide mentorship details to BMEN Programme Support through the BMEN Portal. Request for support to run mentorships must be made in advance by emailing bmen@dare.gov.bn.

Partnership with BMEN

BMEN is open to collaborations and partnerships with relevant organisations and businesses to benefit BMEN mentors and mentees, as well as enhance its mentorship programmes and activities. We believe that collaboration is the best way to support and engage with the business community to enhance the business mentorship ecosystem in Brunei.



Expectations for Mentors & Mentees

To ensure effective and impactful mentorships, BMEN mentors and mentees should aim to meet the following expectations once the registration request is accepted:

For Mentors

- Participate in mentorship programmes and activities organised by BMEN at least once a year*.
- Respond to all mentee requests through the BMEN Portal.
- Frequently update their profile to ensure accuracy in information.
- Commit to mentorships once both parties make mutual arrangements.
- Provide resources, connections, and guidance to mentees as appropriate.
- Share mentoring experience and success stories with the network based on engagement with the mentee.
- Share and provide constructive feedback to improve BMEN.

*To encourage participation, mentors are expected to participate in at least 1 mentorship program or activity within 6 months of joining BMEN. Should there be no activity within the time period, BMEN program coordinator reserves the right to deactivate the mentor's account until the said mentor participates in a BMEN mentorship program or activity.

For Mentees

- Participate in mentorship programmes and activities under BMEN.
- Commit to the mentorships once both parties make mutual arrangements.
- Be responsible for driving the relationship forward with the mentor.
- Share mentorship experience and success stories with the network based on engagement with the mentor.
- Share and provide constructive feedback to improve BMEN.

Voluntary Commitment

The engagement between BMEN mentors and mentees through the mentorship programmes and activities are purely on a voluntary basis and based on a mutually agreed arrangement between both parties.

Expectations for Mentors & Mentees

Advice Given for the Purpose of Guidance

Any advice received during the mentoring engagement is solely to guide the mentee's business development. The mentee must be aware that this relationship is an educational resource to discuss their business journey and to receive relevant advice and guidance from the mentor based on mutually agreed objectives. The mentee must not rely solely upon the mentor's advice and guidance from the mentorship as a substitute for their independent judgement or professional opinions.

Time Commitment and Communication

The flexibility of time commitment and communication between mentors and mentees will be based on both parties' capacity. The commitment could range from a minimum of a one-to-one meeting to as frequent as possible, subject to what is mutually agreed between both parties.

There may be some instances when neither party is available to meet. It is reasonable to expect both mentor and mentee to respect each other's time and other responsibilities, ensuring that they do not impose beyond what is reasonable. It is advised to give at least 48 hours cancellation notice for the meeting.



Expectations for Mentors & Mentees

Confidentiality

A trusting mentorship allows for open discussions and helps toward progressing the mentee to achieve success. Hence it is highly recommended for the mentee and mentor to sign an agreement prior to engagement that all information shared during the mentorship engagement is confidential, which includes any personal information, business ideas discussed, intellectual property such as brand, names, logos, product inventions etc. unless mutual consent is given. Signing the Mentorship Agreement that can be found in [Appendix A](#) protects both the mentor and mentee from a breach of confidentiality during the mentoring process.

Mutual Respect & Integrity

Both parties must respect each other's time, effort, and qualifications and must be honest with each other for an impactful and effective mentorship engagement.

Early Closure of Mentorship

The mentor or mentee has the right to end the mentorship for any reason prior to the agreed mentorship period. BMEN should be informed of any changes to the mentorship.

Mentorship Review

Both mentors and mentees are encouraged to provide feedback on their one-to-one mentorship through the BMEN Portal for DARE to measure the effectiveness of BMEN mentorship programmes. Mentorship Review is only applicable for a mentorship that runs for at least three (3) months.

Unacceptable Behaviour

Unacceptable behaviour or improper conduct towards anyone, directly and indirectly, involved with BMEN or any criminal behaviour will not be tolerated. Any unacceptable behaviour or criminal behaviour should be notified to BMEN Programme Support as soon as possible. If a participant is proven to be engaged in such behaviour, BMEN will take the necessary action that is deemed appropriate, which may lead to a ban from the network.

Disciplinary Action

BMEN Programme Support in its best interests will take action to maintain the quality and integrity of the network. Members who fail to comply with the above expectations will result in reasonable measures in the form of warning or removal from the network.

BMEN Mentoring Guide

The information below has been adapted from an article on www.forbes.com.

What makes a good mentor?

A good mentor needs to be more than just a successful individual. A good mentor must have the disposition and desire to develop other people. It requires a willingness to reflect on and share one's own experiences, including one's failures. Great mentors must be able to both "talk the talk" and "walk the walk."

Qualities to look for in a mentor:

- A desire to develop and help others. A good mentor is sincerely interested in helping someone else without any "official" reward. Good mentors do it because they genuinely want to see someone else succeed.
- The ability and availability to commit real time and energy to the mentorship. Good intentions aren't enough - mentoring takes time!
- Current and relevant industry or organisational knowledge, expertise, and/or skills. The best mentors have deep knowledge in an area that the mentee wishes to develop.
- A willingness to share failures and personal experiences. Mentors need to share both their "how I did it right" and their "how I did it wrong" stories. Both experiences provide valuable opportunities for learning.
- A growth mindset and learning attitude. The best teachers have always been and always will be those who remain curious learners themselves. Would you rather be advised by someone whose mind is shut because they know it all or by someone whose mind is open because they are always looking to deepen their knowledge?
- Skill in developing others. This includes the very real skills of active listening, asking powerful open-ended questions, self-reflection, providing feedback, and being able to share stories that include personal anecdotes, case examples, and honest insight.

Tip: Mentors should participate in Mentor Learn@Lunch events to network with other mentors, develop skills, and learn best practices to improve mentoring skills!

BMEN Mentoring Guide

What makes a good mentee?

Just as there are specific characteristics of a successful mentor, there are attributes and sensibilities that make for a good mentee. This is important because mentees must remember that mentors are doing this from the goodness of their heart, so being a good mentee is the best way to ensure the relationship enjoys a healthy purposeful existence.

Mentees need to be:

- Committed to expanding their capabilities and focused on achieving professional results.
- Clear about their goals, needs, and wants. Mentoring isn't therapy where one just rambles aimlessly. Mentees are responsible for creating the mentoring agenda, so they must be clear about what they hope to get from mentoring.
- Willing to ask for help, show vulnerability, and explore different paths and perspectives. Mentees must be open and receptive to learning and trying new ideas. No mentor wants to advise someone who isn't open to learning!
- Able to seek and accept constructive feedback and act upon it.
- Be personally responsible and accountable. Mentors want to see movement and growth. If you say you are going to do something, then do it! Sitting on the sidelines in a mentorship is not going to work.
- Ready, willing, and able to meet on a regular basis. Relationships take time to develop, so mentees must also be committed to upholding their end of the bargain

Tip: Mentors are voluntarily giving their time for mentorship from their busy schedule. So be sure to make the most of your sessions by committing to what both of you have agreed to!

BMEN Mentoring Guide

The mentorship

A mentorship must be managed and nurtured. It is a joint venture that requires both parties to actively attend to its care and feeding. The chances of creating and sustaining a successful mentorship are enhanced by adopting a few simple best practices:

Get to Know Each Other

A mentorship is like any other relationship—it takes time to develop. And like other relationships, it will grow faster and stronger if both parties take the time to get to know each other as people. Resist the temptation to dive headfirst into problem-solving and advising. Build trust by learning about each other!

Set the Agenda

Both parties need to be clear about the purpose and focus of the mentorship. Additionally, the mentor and mentee should articulate what they hope to get out of the experience.



BMEN Mentoring Guide

Structure the Relationship

Both parties need to have a shared understanding of the relationship process.

This means taking time to discuss things such as:

- Contact and response times: Who contacts whom? How? What are acceptable response times?
- Meetings: Where, when, and how often? Are you meeting in person? On the phone? Virtually?
- Confidentiality: What's shareable and what isn't?
- Focus: What are the parameters of the mentorship? What's in and out of bounds?
- Feedback: What are the expectations around giving and receiving feedback?
- Goals: What would each party want from this experience?

Reflect and Evaluate

Every few meetings, one (or both) of the parties should ask: "How is this going for you? What's been helpful? What hasn't? What could I do differently to make this a more rewarding experience?" As awkward as it may feel, initiating evaluative conversations will keep the relationship working for both of you.

Closure

If you are part of a formal mentorship or have negotiated a specific number of mentoring meetings, take the time to close out. This is when each party should reflect and appreciate the following:

- What was most rewarding?
- What did you find the most valuable?
- What are you most grateful for?

Mentees and mentors should clearly articulate their appreciation for one another. Be specific about what you learned and gained from the experience.

Tip: BMEN recommends for both mentee and mentor to agree to a mentorship agreement prior to engagement so that both parties are clear of what is expected from each other during the course of the mentorship. Mentor and mentee can complete a form on BMEN Portal or use the template found in Appendix A.

Appendix A

Mentorship Agreement Template

Disclaimer:

This sample agreement can be used by the mentor and the mentee as a template to set clear expectations of the mentorship. You can change the content as deemed necessary as this serves as a template only. The editable document can be downloaded from www.brunementors.com.

We,

insert name of mentor here (Mentor)

and

insert name of mentee here (Mentee)

voluntarily commit to a mentorship under Brunei Mentors for Entrepreneurs Network (BMEN) and agree as follows:

1. Duration of the mentorship: _____ months from the date of this agreement, which may be evaluated and/or amended at regular intervals by either party ("the Mentorship Period").

2. Goals: The purpose of this mentorship is to work together towards achieving the following goals:

a. *[insert goals]*

b. *[insert goals]*

c. *[insert goals]*

3. Frequency of meeting: During the Mentorship Period, both parties agree to meet at least _____ time(s) every month, location of the meetings are at the discretion of the parties and to be agreed prior to the meetings.

4. Location of mentorship: *insert location*

Appendix A

5. Commitment: Both have a genuine interest and are committed to undertake the necessary work to achieve the goals provided in clause 2.

6. Confidentiality: Both parties agree and understand that matters discussed during and after the Mentorship Period (“the Confidential Information”) shall be held in strictest confidence and agree to keep confidential and not to disclose the Confidential Information unless consent in writing has been obtained from the other party by the party wishing to disclose any Confidential Information, or is required to be disclosed by any applicable law or regulation or any court or governmental, administrative or regulatory authority competent to require such disclosure.

7. Evaluation: both parties agree to provide constructive feedback, in writing or verbally, to either party from time to time as they see fit during the Mentorship Period for the purpose of improving the mentorship experience for both parties.

8. Early Closure: either party has the right to terminate the Mentorship Period for any reason as outlined in the Expectations for Mentors & Mentees Handbook, exhibited as Schedule 1 of this Agreement.

Appendix A

9. No pecuniary remuneration: Both parties acknowledge that no pecuniary remuneration shall be due or paid to the Parties in exchange for any services rendered and/or provided under this Agreement, other than the obligations imposed upon each Party pursuant to the terms of this Agreement.

10. Entire Agreement: This Agreement (together with its Schedules) constitutes the entire agreement between the parties relating to the subject matter hereof (save that neither party seeks to exclude liability for any fraudulent pre-contractual misrepresentation upon which the other party can be shown to have relied) and supersedes all prior agreements, arrangements and understandings between them.

Mentor Signature

Mentor Name

Date

Mentee Signature

Mentee Name

Date

Appendix B

Virtual Mentor Circles Guide

Brunei Mentors for Entrepreneurs Network (BMEN) Mentor Circles is designed to help businesses set goals and build competence and confidence to attain those goals with the help and support of other businesses and guidance of mentors.

Mentor Circles involve mentors and mentees in a group setting where learning is individual and each mentee works on their own development goals. According to research, group mentorship provides a safe venue for mentees who are uncomfortable meeting one-on-one with a more experienced person. It may look similar to classroom training, but group mentorship shares many similarities to one-to-one mentorship:

- *Each mentee can have their own unique learning objective.*
- *The relationship that forms between mentors and mentees goes beyond that of teacher-student.*
- *The group is a safe and confidential environment for both mentees and mentors to explore and share personal challenges.*
- *Mentors guide rather than train.*
- *Topics dealt with generally fall outside the realm of classroom training.*
- *Both mentors and mentees benefit from participation.*

Logistics/Event Details

Location/Medium of Meeting: Zoom

Duration of Circle: 1-1.5 hours per session

Frequency: Depends on feedback of the mentors & mentees

Appendix B

Circle Structure

Every circle will focus on a specific topic or theme related to business and consist of a maximum of 5 mentees and 2 mentors with a facilitator from BMEN. A Whatsapp group chat may be created to schedule meetings or for mentors and mentees to share any tips.

BMEN Support (Facilitation)

BMEN programme coordinator will be assigned to support, facilitate and ensure that the mentoring circle is run smoothly and that the meetings are productive and valuable. Facilitation is used to help mentorship groups get off to a good start and to stay focused during the early stages of the mentorship. The facilitator's role involves introducing the group, moderating introductions, encouraging participation, ensure timeliness of the meetings, and clarifying expectations. The facilitator will also collect feedback to ensure continuous improvement.

Presence of DARE

From time to time, DARE representatives may be present to observe and provide feedback if there are possible ways for DARE to assist in the relevant topics discussed.

Confidentiality

All information shall be confidential and only discussed within the circles. Each person must enter with a willingness to share openly and honestly. Conversation will flow more freely if everyone is able to trust each other.

Personal Commitment

Commitment to the success of the connection includes attending all meetings, preparing for the meetings, completing action items identified by the group, and actively participating in conversations. Personal commitment is needed to keep a connection sustained and beneficial for all.

Appendix B

Good Communication

The quality of conversation and communication will determine the success of each meeting. Conversations need to be open, in depth, and inclusive for it to be beneficial. Building trust and commonality will help with communication barriers that may exist.

Expectations

Mentors

- Information of the mentees will be shared prior to the meetings to help the mentors prepare in the discussions.
- As some circles may have two mentors, it is important for the mentors to discuss how they would like to lead the circle to ensure that the discussion runs smoothly.
- After the meetings, mentors are expected to provide feedback and recommendations on improving the mentor circle as well as how DARe could assist the businesses.

Mentees

- Before the first meeting commences, mentees must share details of their business what they would like to achieve from participating in the circle.
- Mentees are expected to provide feedback when requested by DARe.

In addition, refer to the BMEN Handbook for expectations when joining BMEN.

Appendix B

Action	Person	Description	Duration
Introduction (first meeting only)	BMEN facilitator	Everyone will give a brief introduction of their business.	≈10 minutes
Setting ground rules (first meeting only)	BMEN facilitator	The circle will start with the facilitator setting the ground rules. BMEN will be present to ensure timeliness and focus of the circle.	≈10 minutes
Session starts	Mentors	The mentors will give a brief introduction and talk about information shared by mentees prior to the meeting and decide what topics or areas will be discussed.	≈5 minutes
Group discussion	Group led by mentors	This gives an opportunity for mentees to share their challenges and other participants can take turns sharing their views and possible solutions. Mentor will share feedback and guide mentees based on experience.	≈55 minutes
Closing – key takeaways	Group led by mentors	Key takeaways from participants and next meeting.	≈10 minutes

Resources

- How To Lead A Mentoring Circle - <https://www.transformleaders.tv/how-to-lead-a-mentoring-circle/>
- Forming, Storming, Norming, and Performing – Understanding the Stages of Team Formation – https://www.mindtools.com/pages/article/newLDR_86.htm
- Want To Be A Great Mentor? Here's How - <https://www.forbes.com/sites/joyceearussell/2020/01/28/so-you-want-to-be-a-great-mentor-heres-how/#1d4e9ae62569>

Notes

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Notes

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BMEN

Brunei Mentors for
Entrepreneurs Network

For any enquiries relating to
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www.brunementors.com or email
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