




Group Mentoring: A Strategy to Nurture Passion for Research among Practicing Social Workers in the Community

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In collaboration with







Outline of presentation

- Social Workers' Common Fears of Research
- Rationale for Group Mentoring
- Key Elements of Group Mentoring
- Suggestions for Social Workers to Increase Research Capability in Community

Social Workers' Common Fears of Research

Research is not for me. It is too difficult. I have neither the skills nor the knowledge for research.

Social Workers' Common Fears of Research

Literature Review



According to Eight Days Magazine, Her World, Straits Times, NTUC Lifestyle Magazine and FHM Magazine, Katong Laksa is the best laksa in Singapore...




Social Workers' Common Fears of Research

Selection of Sample



I have spoken to 10 colleagues and 10 friends who have eaten the Katong Laksa in Katong and the Katong Laksa in Clementi...

Social Workers' Common Fears of Research

Quantitative Data Analysis

8 of my colleagues say that Katong Laksa in Clementi is better than the Katong Laksa in Katong, but 8 of my friends say that Katong Laksa in Katong is better than Katong Laksa in Clementi...

Social Workers' Common Fears of Research

Qualitative Data Analysis

But all of them told me that the gravy is extremely important. The better Katong Laksa tends to emit a strong fragrance that suggests the gravy is rich in coconut and prawn paste...

Social Workers' Common Fears of Research

Implications for Practice

Therefore, before we commit ourselves to a delicious bowl of Katong Laksa, we should first smell the environment surrounding the laksa stall.

Social Workers' Common Fears of Research

Research is about statistics and I do not like numbers.

Social Workers' Common Fears of Research

NOT TRUE!!!

Research is about finding the **most appropriate** method given the **existing resources** to answer an **important** question

Rationale for Group Mentoring

Group Mentoring

“(A) group of peers who mentor each other or facilitated peer development circles that use the expertise of more-senior mentors for the benefit of a group of proteges who may or may not also serve as peer mentors to each other” (McManus & Russell, 2007)

McManus, S. E., & Russell, J. E. A. (2007). Peer mentoring relationships. In B. E. Ragins & K. E. Kram (Eds), *The Handbook of Mentoring at Work: Theory, Research, and Practice* (pp. 273-297). Los Angeles, London, New Delhi and Singapore: Sage Publications.

Rationale for Group Mentoring

The Whole is Greater than the Sum of its Parts

Rationale for Group Mentoring

Mentors in Medical Social Work Research

Interest Group (MSW RIG)

Sandy Koh	Mariam Buang	Isabella Woo	Peh Cheng Wan
Goh Soon Noi	Zahara Mahmood	Khoon Chai Wee	Goh Chiang Choo
Dorcas Won	Ivan Woo	Chan Lay Lin	Tan Boon Meng, Roger
Judith Chew	Christine Chua	Alvin Goh	Genevieve Wong
Jan Koh	Tan Boon Cheng	Eva Chow	Diana Koh
Yong Lee Ling	Owyong Lai Meng	Tin Yin Mei	Siti Mariam Mohd Salim
Ho Lai Peng	Ng Tzer Wee		

Key Elements of Group Mentoring

Johnson, W. B., & Ridley, C. R. (2008). *The Elements of Mentoring* (Revised ed.). NY: Palgrave Mamillan

Key Elements of Group Mentoring

Expect Excellence (and Nothing Less)

Vision and Mission for MSW RIG

Vision

To develop a group of medical social workers who can:

1. **A**ssume the role of medical social work research ambassadors to the world
2. **B**ecome research mentors in their respective organization
3. **C**onduct research-related seminars/workshops for local and international audience

Key Elements of Group Mentoring

Protect When Necessary

Vision and Mission for MSW RIG

Mission

To build up capability for research among medical social workers in Singapore by:

- S**uggesting direction for medical social work research
- E**stablishing platform for medical social workers to discuss their research projects
- A**llowing sharing of research development in the medical social work profession in Singapore
- R**eferring medical social workers to possible partners for research collaboration
- C**ompiling research outputs from various medical social work departments in Singapore
- H**oning research skills and knowledge of medical social workers in Singapore

Key Elements of Group Mentoring

Offer Counsel in Difficult Times

Key Elements of Group Mentoring

The greatest glory in living lies not in never falling, but in rising every time we fall.

Nelson Mandela

Key Elements of Group Mentoring

Provide Correction – Even When Painful

Key Elements of Group Mentoring

Our lives begin to end the day we become silent about things that matter.

Martin Luther King Jr.

Key Elements of Group Mentoring

Be There

Suggestions for Social Workers to Increase Research Capability in Community

1. Research Collaboration with Social Work Students
2. Organize Annual Research Symposiums for Social Workers in the Community
3. Set up Research Interest Groups with Singapore Association for Social Workers

Our success is not defined by the number of personal achievements in our lives. We are truly successful when we can help our fellow professionals attain success in their lives.

Cecilia L. W. Chan



Thank you

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Igniting the pioneer spirit