



Future Mentors

Step By Step
Guide for City
Coordinators



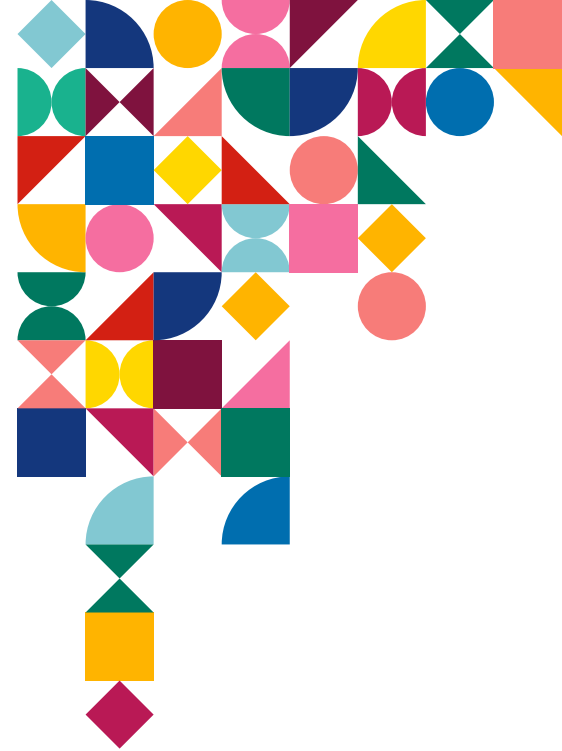
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Introduction

This step-by-step guide is for you, our brave city coordinator. Welcome along on a trip worth celebrating. Great that you started this journey!

During the Future Mentors -programme a team of young people in your city convenes and has meaningful discussions amongst their group and with one of your city leaders. This is no small thing!

Your job as a coordinator is to make sure everything works well together during the programme. This means making sure that the Future Mentors feel safe and well during the programme. You should also reserve venues, synchronise schedules, prepare for workshops, and communicate with the relevant stakeholders in the programme. If this sounds confusing and like hard work, don't worry. We have done our best to make sure that this guide will answer all your questions and over every detail. If you still have questions or need clarification, don't hesitate to contact at international@espoo.fi.

In this guide we will go over the general outline of the programme. You will also receive instructions on how to facilitate the various workshops during the programme. We've written a short introduction on facilitating with a link to an online resource if you really want to dive in at the deep end.

We really hope that you will enjoy working on the Future Mentors programme.

The Future Mentors Programme In A Nutshell

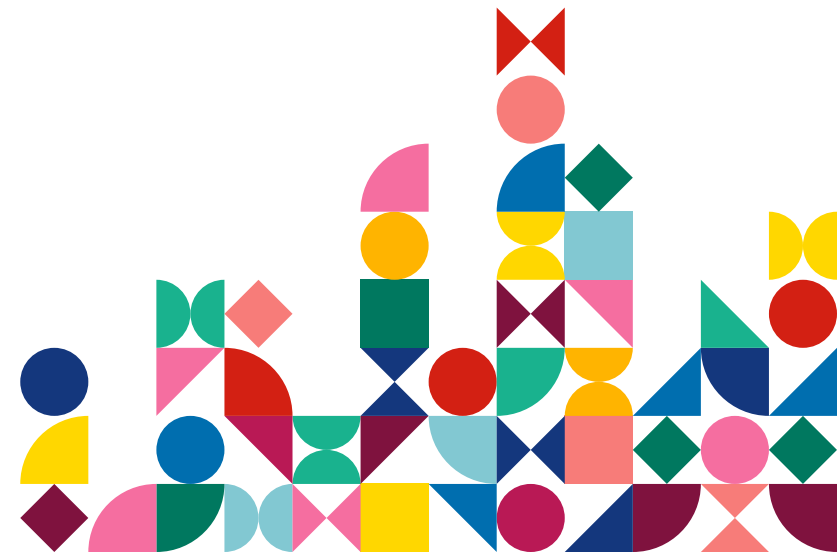
The Future Mentors programme is a reversed mentoring programme, in which a small group of young people will mentor a leader from their own city about the hopes, dreams and fears of the future generation regarding the future of their city. In this programme the city leaders are not the mentors, but the mentees, the ones offered the opportunity to be exposed to the bright thinking of their young mentors. .

The main idea of the program is dialogue, collaboration and discussion, to create mutual understanding for the future cities. It is a platform for youth in the cities to contribute to a sustainable future at the same tables with the decision makers.

The Future Mentors will be given a task to dream a city of future. The topics of the mentoring will be decided by the Future Mentors themselves during the process as this programme is a platform to for the voice of the next generation. The Future Mentors will use their own city as the starting point and vision it in the near and far future, and then communicate their dreams and fears for the future of the city to the mentee, the city leader, as part of the mentoring process. The topics can be grand scale such as climate change in cities, opinion polarization, mental health issues and biodiversity loss, or more concrete and local such as urban mobility, recycling plastic, youth empowerment and everything in between. All of these are issues that must be dealt with to create a better future for the generations to come. We must be willing to question our thinking and be open to the idea that our thinking could be better. This can best be done by exposing ourselves to dialogue with different people

The mentorship programme enhances youth's participation and strengthens their voice in their cities. The aim is to exchange ideas and gain perspective and understanding on themes for sustainable future cities through the eyes of younger generations. The young Future Mentors will reinforce the future world community by bringing youth and leaders of the cities together.

We encourage posting about the Future Mentors programme on social media. Please use the hashtags **#Espoo**, and **#FutureMentors** while posting.



The aims of the mentoring programme are to:

- Provide a platform for dialogue between city leaders and youth about a sustainable future in cities. The values and decisions of today's cities directly affect the future in the short- and long term. The future generations as the ones who must live in that future should have their say in the conversation.
- Bridge the gap between youth and the city leaders. Young people all over the world have begun to fight the global sustainability deficit and demand that governments act, especially against climate change. The youth climate movement has not only shone a light on the sustainability challenge, but also on the gap between decision-makers and young citizens.
- Increase mutual understanding in dialogue and improve decision-makers' knowledge of the values, hopes and dreams steering younger generations. Give new perspectives to all participants.
- Make the voice of young people better heard in the cities.
- Increase the feeling of togetherness between young people in cities.
- Create a new and future-oriented way of working towards dialogue with the youth in cities. The initiative will spark an increased understanding of how to include the voices of youth and citizens in cities.
- Increase young people's feeling of being invested in the city's future. The cities need the youth to stay and be interested in the city's future. If the youth is not interested in their city's future, does the city have a future at all?



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Overview

		Admission Phase		Participation Phase			Mentoring Phase	Follow-up
		2-3 weeks		5-6 weeks			5-7 weeks	After the programme
Phase of the programme	Onboarding of young people starts	Onboarding of young people finishes	Future Mentors kick-off meeting	Online kick-off	Mentors 1st meeting	Mentors 2nd meeting	At least two-three meetings	
Time allocated for meetings			1 hour	1 hour	2 hours	2 hours	1,5 hours	
Roles taking part in activities			mentors + city coordinator	mentors + city coordinator + a quick visit from the mentee	mentors + city coordinator	mentors + city coordinator	mentors + mentees + city coordinator	
City coordinator: To Do	Start youth onboarding process	Review applications to the programme	Offer support for Future Mentors during the task		Facilitate sessions (guide available!)		Facilitate sessions, enable the development of ideas Agree on follow-up actions and schedule. Collect feedback.	Provide feedback on the process
	Keep communicating – make sure young people know how to get onboard	Select up to 4 young people to be mentors Prepare for the local online kick-off	Prepare for face to face meetings: contact young people, reserve space, familiarise with the guide, prepare materials...		Help young people contacting relevant stakeholders in the city when collecting other youth's views. Aid mentee in preparation for the meetings	Communicate results to mentees		
Future Mentors: To Do	Apply for the programme	Wait for a reply from the city coordinator	Participate in online session	Participate in meetings			Online platform stays open after the programme. A chance to continue networking with other young mentors from their cities Provide feedback on the process	
			Work on the assignment Agree on an online collaboration channel	Participate in online communication channel (e.g. Discord)				
Mentees: To Do				Introduce yourself in the local online kick-off (5 to 10 min)	Prepare for meetings with Future Mentors (guide available!)		Participate in local meetings Possible work to prepare for next meetings	Provide feedback on the process

General Instructions

We strongly recommend that you read this guide through before contacting the Future Mentors. It is required that you have familiarised yourself with the contents of this guide and the whole programme

Cities are advised to follow the recommendations on the number and main content of the meetings as presented in this guide. If you feel that another approach to a certain meeting is required, you're more than welcome to make any changes you feel are necessary. Any changes in schedules and workshops should always be discussed with your city's Future Mentors.

As soon as the mentors in your city have been chosen, you should:

- contact your city's team of Future Mentors
- give them your contact information
- organise a local kick-off meeting with Future Mentors
- Contact your local city leader working as a Mentee and ask them to attend the local kick-off as soon as possible. Also let them know what they are expected to say at the meeting (please refer to [page 14](#)).

A couple of important things you should remember to do and stay on top of:

- Reserve meetings with your city leader working as the Mentee well in advance as it might be difficult to find the needed time at short notice
- Book venues for workshops in advance.
- Make sure you have prepared for every workshop. This means reading the instructions for the specific workshop, and making sure you have the requisites ready for it and have planned for its implementation.
- Always follow local Covid 19 and other safety related regulations.
- When making reservations, it's good to note that the workshops should probably usually be arranged during late afternoons and evenings as young people have obligations such as studying and work during the daytime. Please also keep this in mind when scheduling the meetings with the city leader, as it might require some flexibility from all the participants. Around 3 to 4 pm might be a good choice for both the city leader and the mentors so that everyone can join the meetings without too much inconvenience.
- Please remember that it's your duty to inform the Future Mentors on local details during the programme.
- The Future Mentors should be sent an introductory package regarding the programme. This package should contain information on the general schedule of the programme, its values and aims, instructions for registering and a description about their role during the programme.



Values Of The Programme

1. **We're in this together** – everyone taking part does their best to help others be the best they can during the programme
2. **Be open.** Approach new topics and people in an open-minded manner, take every emerging issue and situation as an opportunity to learn new things and develop.
3. **Respect.** Give others space, pay attention to your choice of words and keep in mind the diversity of the event participants.
4. **Encourage.** Take responsibility for the experience of other participants as well. Listen and encourage.
5. **Relax.** Confusion and questioning are allowed.

In addition, to provide a safer environment for everyone taking part in the programme:

6. **Don't assume.** Respect everyone's self-determination and do not make assumptions about, for example, the gender, background or family relationships of others.
7. **Involvement.** If you witness any form of harassment or other inappropriate treatment, do not just remain an observer.



On Facilitation

As the city coordinator, you will work as a facilitator supporting the Future Mentors team during their mentoring process. Your task is to create conditions that make working together as easy as possible. The facilitator creates a space and atmosphere where the conditions for good thinking in the group are maximised.

To support innovative thinking, the facilitator creates a safe space so that it is safe for everyone to say what they're thinking. A good facilitator guarantees that everyone has a voice in the group and makes sure that everyone has an equal chance to be heard. The facilitator doesn't take sides and is neutral towards the task at hand.

Participants influence the outcome of the process. As a facilitator, it is important to understand that the outcome cannot be known in advance.

The Future Mentors programme aims for a true dialogue between the Mentors and the Mentee. Ownership of the process should be on the Future Mentors. This means that they should be the ones who decide on the themes to be discussed. The needs of the Mentors should be the focus point all the time during the programme, so every person taking part in the programme should do their best to support the Future Mentors.

The International Association of Facilitators has defined the core competences of a facilitator. These are:

- Create collaborative relationships
- Create and sustain a participatory environment
- Plan appropriate group processes

This guide includes step-by-step instructions for every meeting during the Future Mentors process. This means that you can focus on the first two competences during the sessions.

Being a Future Mentor can be exciting, even a bit scary for the young people taking part in the programme. You are their closest ally during the process. The experiences gathered during the programme may be important in clarifying for the Mentors their agency and influence in your city also in the future. Let's make this an exciting and empowering experience for them!

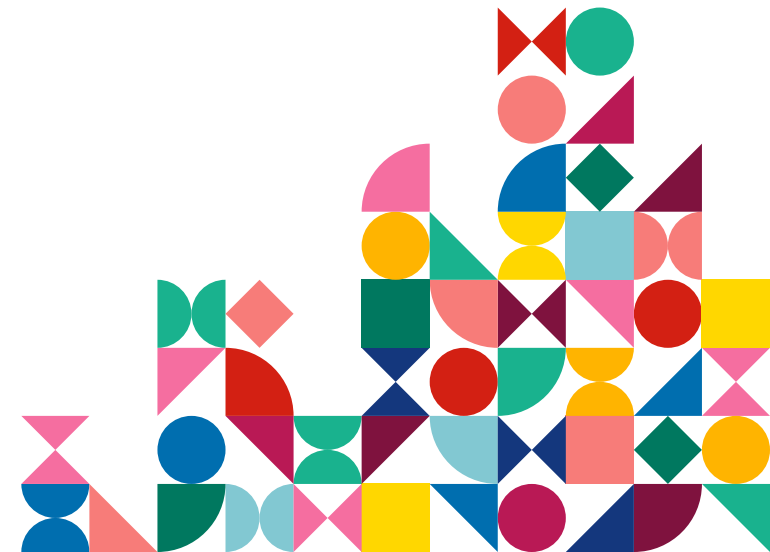




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On Dialogue

The Finnish Innovation Fund Sitra has produced a great tool called Timeout for maintaining a good dialogue. On Timeout they define dialogue as follows:

“ *A dialogue is a constructive and equal way of having a discussion. It is aimed at understanding others, but not at reaching unanimity. At best, a dialogue generates unpredictable insights and new thinking. A dialogue creates a trusting atmosphere and deepens the participants' understanding of almost any topic. With the help of a dialogue, you can bring together people from different backgrounds to an encounter in which they are on an equal footing.*

In Future Mentors -programme, we truly bring together people from different backgrounds: a young person is surely living a different life than a city leader! Therefore, it is important to offer a working platform for maintaining mutual dialogue, which enables a respectful and goal-oriented discussion amongst the people taking part in it.

As a facilitator, it's your job to maintain this dialogue. For the Future Mentors it might be a bit scary to meet with a local leader. Leaders have lots of power and are used to certain protocols, ways of speaking, etc. On the other hand, it can be really hard for the Mentee to give up on this power and meet the Mentors on common ground. To help the Mentee, you can encourage them to not only take the role of the leader, but also the role of an equal co-citizen.

Both parties may require support during the process. Your job is to work as a link in between and make the dialogue possible.

At the start of every session, it's good to remind the parties taking part of some rules regarding the discussion. Again, we refer to the Timeout-material provided by Sitra:

Ground rules for a constructive discussion by Timeout:

1. **Listen** to the others, do not interrupt or start additional discussions. *"Everyone must have the opportunity to explain their views in peace. It is important that we do not interrupt each other or whisper to the person next to us."*
2. **Relate** what you say to what the others have said and use everyday language. *"The objective of the dialogue is to relate what we say to what the others have brought up in the discussion. Let's try to use everyday language and avoid specialist terms."*
3. **Talk** about your own experience. *"To be able to better understand the issue being discussed and each other, it is a good idea to talk about our own experiences. This means that we tell the others what issues, events and situations have affected our views."*
4. **Talk to the others** directly and ask about their views.
5. **Be present** and **respect** the others and the confidentiality of the discussion. *"In a dialogue, it is important to concentrate entirely on each other and on understanding the issue we are discussing. We will respect the different views people have. Let's keep the conversation confidential so that everyone can talk as freely as possible."*
6. **Find the hidden and bring together.** Boldly deal with emerging conflicts and find issues that have gone unnoticed. *"The dialogue is intended to be a safe situation, in which even conflicts can be processed. In addition, it is important to look for things that have gone unnoticed for one reason or another. In the end, we can examine the links between the points of view that have come up in this discussion."*

Sometimes it can be difficult to move the discussion onwards. People keep going round in circles or maybe no-one wants to say anything. Timeout provides us with some good questions that can stimulate discussion.

1. What are the experiences that first come to your mind when you start discussing this issue?
2. What observations or feelings do you associate with the issue?
3. What is it like to talk about this together?
4. How do the people present affect the handling of the issue?
5. What are we aiming for in this discussion?

Timeout can be a valuable tool. If you're really interested in checking it out in more detail, you can go to its website where it provides a lot of resources on facilitating dialogue:

www.sitra.fi/en/timeout

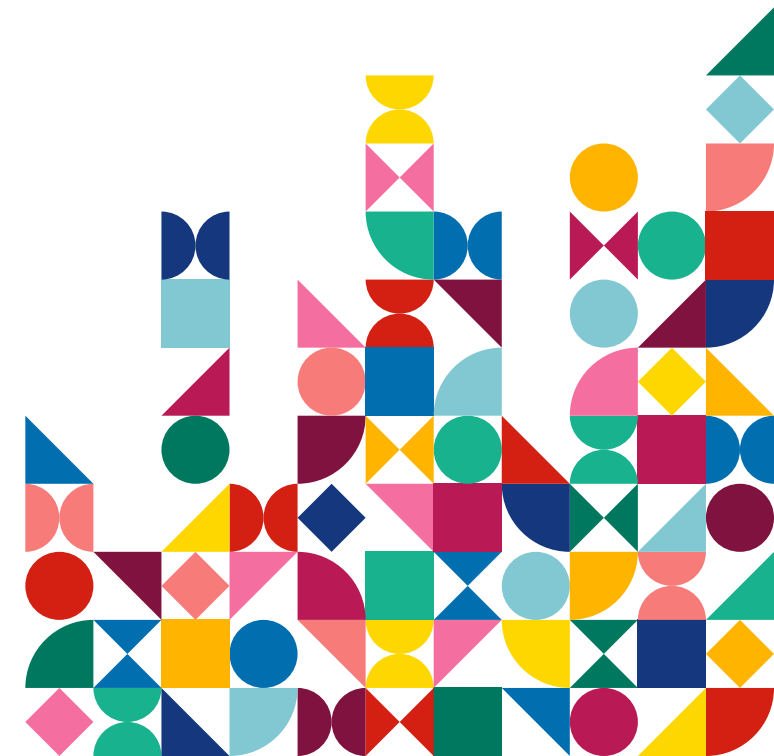




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Online Platform

Besides local meetings, the group can also decide to use some online platform that enables Future Mentors to network, chat and share files easily and in a moderated environment.

The online platform can run along the local sessions, and offer a chance for Future Mentors to network. Please note, that the online platform is suggested to be used only by the Mentors.

We suggest you to encourage your team of Mentors to take part in the online aspect of the programme.

Detailed Session Instructions

General instructions:

1. It's always good to start the sessions with an icebreaker. We will give you some tips on these, but you can also find many good examples online.
2. Familiarise yourself with the aims (on 5) and values (on 8) of the Future Mentors programme beforehand and remind everyone participant of them at the start of the session.
3. You are the closest person to the mentoring team during the programme. Do your best to give support for the mentors during the different tasks and situations that arise during the programme.
4. Prepare some snacks and drinks for the workshops. Think how you can make the meetings as fun and motivating as possible.



Local Online Kick-Off

Duration: one hour or more.

This workshop is for Future Mentors and the City Coordinator. A short visit from the Mentee is encouraged.

The aims of the workshop:

1. Give detailed and relevant local information about the programme to Future Mentors
2. Get to know each other
3. Meet the mentee quickly (online / face to face) for the first time (if possible)
4. Agree on schedules
5. Give instructions on a pre-task for Future Mentors
6. Give the mentee a small pre-task

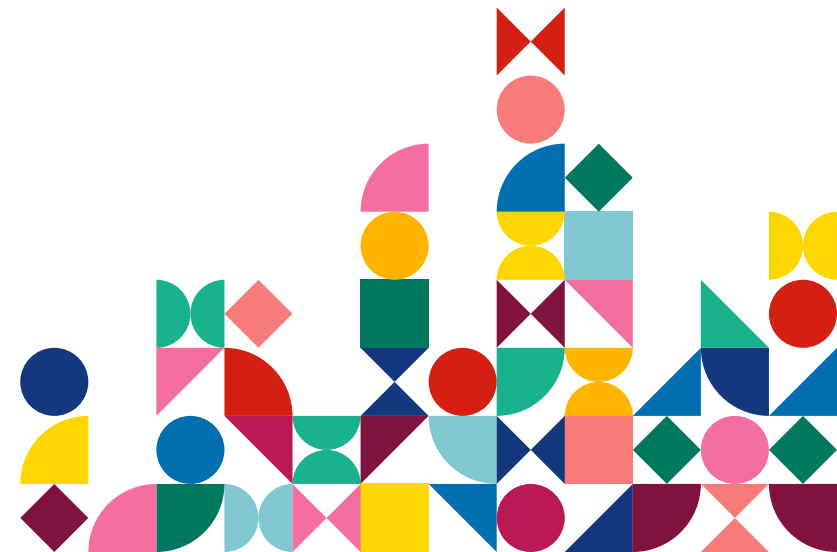
Prepare beforehand:

1. A quick visit to this workshop from the Mentee (5–10 minutes)
2. A venue for local meetings
3. Local contacts for the pre-task

Icebreaker: Introducing Each Other

Instructions

1. Pair up participants. If you have a team of three Mentors, you can pair with one, or they can do it as a threesome.
2. Ask each pair to interview each other, either in breakout rooms or face to face. Questions can be something simple, like: age, favourite food, do they have any pets/siblings, hobbies, etc. Encourage the pairs to be imaginative.
3. After interviewing, when all the participants have convened together in the same (virtual) room, each participant will introduce the participant they interviewed.
4. Don't forget to introduce yourself!



General information on the workshop:

This workshop is meant to provide local information regarding the programme. It is also a chance to meet the group of Future Mentors for the first time. You can arrange this workshop either online or face to face, depending on availability and local conditions.

As this is your first real meeting with your local Future Mentors you should make sure that the atmosphere is relaxed and fun.

During the workshop you should decide and/or give information on where and when the local meetings will take place (see timetable for suggested weeks).

During this workshop, you should also give information on the pre-task. The pre-task is there to help Future Mentors to adopt a broader view of their city during the programme. This will also help them to think of the issues brought up during the programme from other people's points of view.

For the pre-task, the Future Mentors should interview or poll other young people in their city. This interview can be done, for example using a social media questionnaire, a visit to a local high school, meeting with the local youth council. It's important to converse with people outside of close friends. The two questions to be answered during these interviews are:

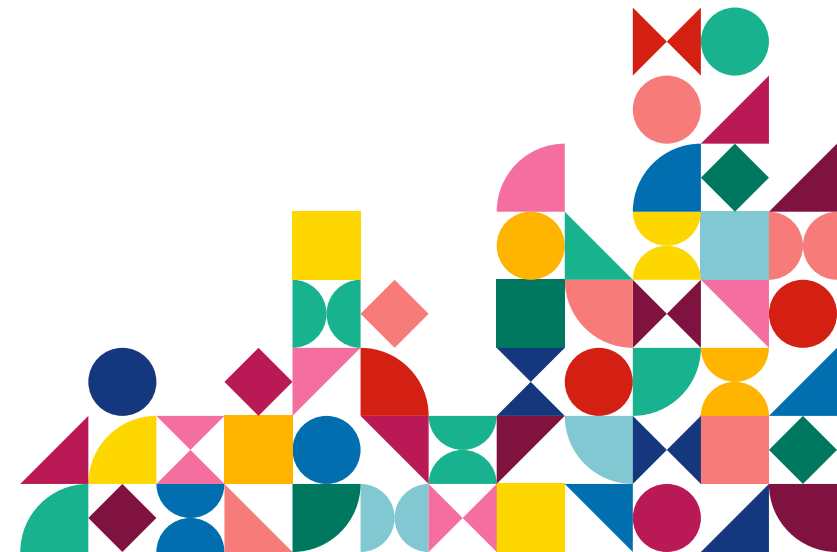
1. What are the best things about our city? What kind of dreams do you have regarding the future of our city?
2. What should we change in our city? What kind of fears you might have regarding the future of our city?

You can help Future Mentors in their task by preparing some contacts for them before the workshop. Please note, that some Future Mentors might require more support for this task than others. It's important to find a good and motivating way for everyone to take part in the pre-task. Ask Mentors to prepare a short presentation about their pre-task.

As a bonus task you can instruct the Future Mentors to interview their grandparents about how their city has changed from when they were young. This will also prepare them for the tasks of the following workshops.

It's also recommended that the Mentee briefly visit during this workshop. The Mentee should give their support for the group and show that the programme is important for your city.

During this short visit, we suggest that the Future Mentors present the Mentee with a simple pre-task of their own: to think about how the city has changed from their childhood and what kind of hopes and fears they had regarding the city's future when they were young. Instruct the Mentors to ask the Mentee to present the answer to this pre-task in the first actual mentoring session. If the Mentee can't attend this meeting, then you as a coordinator can present this pre-task on behalf of the Mentee.



Second Meeting With Mentors

Duration: two hours.

This workshop is for the Future Mentors and the City Coordinator.

The aims of the workshop:

1. Build trust amongst the group
2. Learn a bit about sustainable development
3. Prepare for the mentoring sessions

Things needed for the workshop:

different kinds of pens, sheets of paper, a large sheet of paper for gathering ideas, markers.

Icebreaker: Four Corners

Duration: 15 minutes

Distribute a pen and sheet of paper for each player. Each person divides the sheet into four boxes/squares either by folding the paper in half twice (vertically and horizontally) or simply by drawing a horizontal and vertical line that crosses in the middle. For each square, each person will describe themselves in the form of drawings. Choose these four topics in advance. For example, in the top left square, everyone could draw "favourite hobbies," while in the top right, people could illustrate "favourite place on earth for a vacation," the bottom left could be something like "if you were an animal, which one would you be?" and the bottom right could be something like "what are the most important things in your life?" Feel free to be as creative, hypothetical, or deep as you like.

Allow five to ten minutes to draw. When everyone is finished, gather them together and share the drawings as a group.

Info: Rules

Duration: 5 minutes

Remind the Future Mentors about the values of the programme. Make sure everyone agrees with the values. You can also make your own additional rules or values if the team feels they are needed.



Task: Talk about the pre-task

Duration: 20 minutes

Ask the Future Mentors to give their short presentation about the pre-task.

Questions for sparking the discussion: Was there something surprising? Did interviewing others influence your thinking? How do you feel about going forward with the programme?

Task: Learn about sustainable development

Duration: 15 minutes

Present the Mentors this [video](#). Have a short discussion about the video: What did you think of the video? Did it give you new information? Was there any information you can use in your task as a Mentor?

Task: City of your dreams

Duration: one hour

Give instructions: Think of our city. What would it be like if it was like the city of your dreams? What things should we develop further? Is there something that should be changed? Think how local and global factors might influence our city. Think how the city will look in *20* years. What local and global issues have affected the city? What kind of reaction has been made towards them?

You can draw or write your thoughts. Prepare to share those thoughts with the whole group. You have 15 minutes to work privately and then we will discuss together for 45 minutes.

During the discussion: work as a secretary and write thoughts and points on a large sheet of paper. Encourage discussion and ask questions as described earlier in the chapter about dialogue. Save the paper for the next workshop.

To close the meeting, have a short talk about the workshop went. Make sure to react to any reservations or negative feelings.



Third Meeting With Mentors

Duration: two hours.

This workshop is for Future Mentors and the City Coordinator.

The aims of the workshop:

1. Finish preparing for the mentoring sessions

Icebreaker: Fabulous Flags

Duration: 10 min

Give each participant a sheet of paper, pens, and coloured pencils. Tell team members to draw out a flag that symbolises them - highlight that they should draw things that they find enjoyable and important (e.g., a guitar if they are musical, the outline of their favourite country).

After a short time, get people to share what they've drawn and what it means to them.

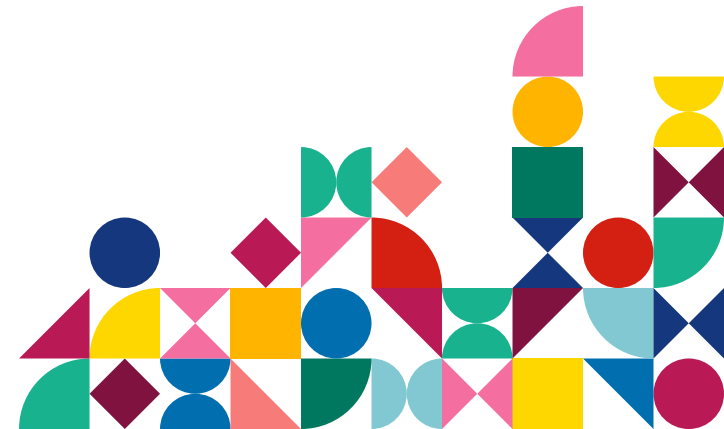
Task: City of your fears

Duration: one hour

Give instructions: (While presenting the large sheet of paper made last time) Remember, last time we looked at a city of our dreams. Again, think of our city. What would it be like if it was like the city of your fears? What has changed? Is there something we must really hold on to for the city not to turn out like this? Think how local and global factors might influence our city. Think how the city will look in 20 years.

You can draw or write your thoughts. Prepare to share those thoughts with the whole group. You have 15 minutes to work privately and then we will discuss together for 45 minutes.

During the discussion: work as a secretary and write thoughts and points on the large sheet of paper. Encourage discussion and ask questions as described earlier in the chapter about dialogue.



Task: Preparing for mentoring

Duration: one hour

Have the Future Mentors make a presentation (e.g., a PowerPoint-presentation or similar) based on the two tasks done in the two workshops. Draw inspiration from the two sides of the future: the dreams and the fears. Again, use the types of questions that enhance dialogue. Have two themes as a base for the presentation:

1. The things we love about our city! The things we should hold onto, preserve, and develop further to turn it into the city of our dreams
2. The things we should be wary about! Negative developments that the city should act against for it to not become the city of our fears

Instruct the Mentors to put themes in order of preference, i.e. put the topic they want to discuss most first and so on.

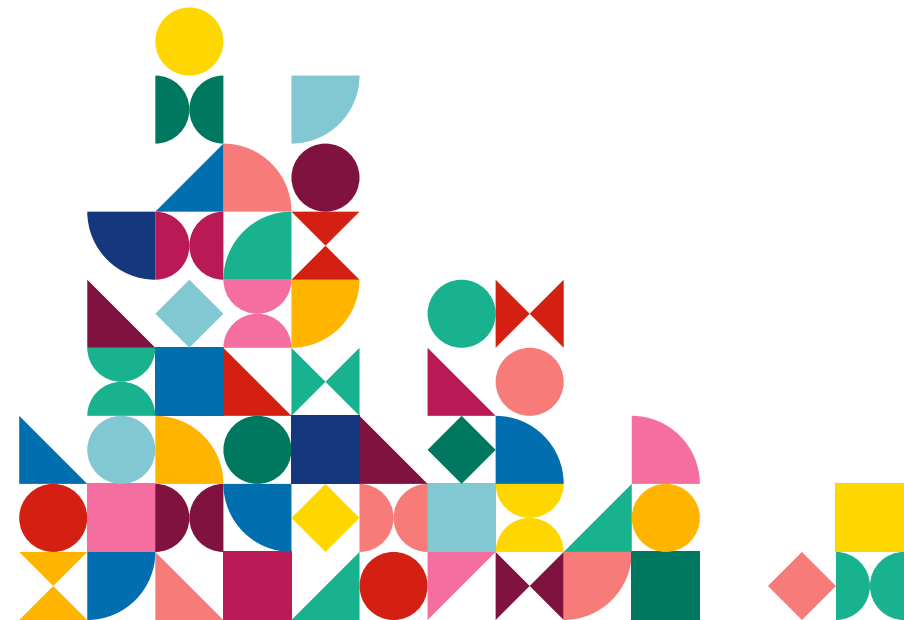
To properly support the mentoring sessions, you should have at least ten points or topics for discussion. You can divide them half and half in between dreams and fears. You can also decide on some other ratio if you feel that it's necessary.

If you have difficulties in coming up with that many topics, think how you could divide some bigger topics into smaller sub-topics. In general, it's better to focus on a single topic and get results from that instead of talking in general about something and not arriving at a conclusion.

One good way of diversifying your thinking is to use the Five Why's -method. Here's how to use it:

First define a bigger topic (e.g., young people don't live in our city anymore because of relocation). Then ask the team why that is happening. After they answer this question, repeat the why four more times with each answer going deeper and in more detail into the topic. Asking "Why?" sounds simple, but answering it requires serious thought. It also helps to find the root reason for why something is happening.

To close the meeting, have a short talk about how the workshop went. Make sure to react to any reservations or negative feelings. Have a talk about how it feels to go to the mentoring sessions. Give support and positive feedback on the results so far.



First Mentoring Session

Duration: 90 minutes

This workshop is for Future Mentors, the City Coordinator, and the Mentee.

The aims of the workshop:

1. Introduce the Mentee to the Mentors
2. Start the mentoring

Icebreaker: Commonalities

Duration: 15 minutes

Have the Future Mentors and the Mentee form a group. Tell the group that their assignment is to find five things that they have in common with every other person in the group. This can be hobbies, having a pet, liking the same type of music, etc. Instruct the group to avoid choosing things they can see, such as clothes or body parts.



Task: The Mentee presents their pre-task and the Mentors present their work – discussion/questions

You can start with the Mentee giving a short presentation of the pre-task that was assigned to them earlier (please refer to page 15). Then move on to the presentation of the Mentors.

During the actual mentoring your job is to ensure that the conversation keeps flowing and that it's constructive. Again, you can reference the chapter about dialogue for good tips on how to ensure that the conversation progresses in a positive atmosphere.

For the dialogue, you can start from the most important topic of the Mentor's presentation and go on from there. It's better to properly concentrate on one topic before advancing to the next. Tangible, well defined results, or actions are what you should try to achieve. This helps the mentoring stay relevant and makes it feel successful for the participants.

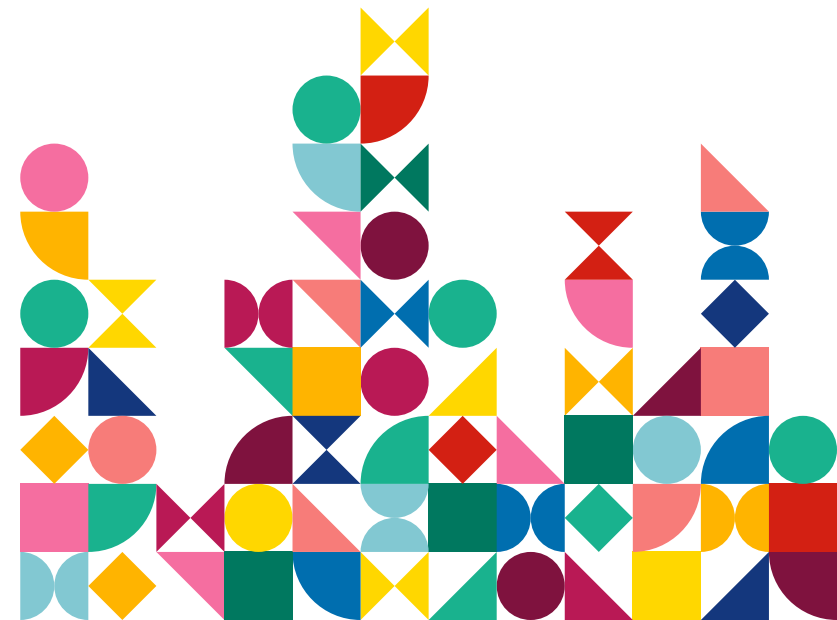
Make sure that everyone can have a say and ask questions that stimulate the conversation. Once everyone feels that the current topic has been concluded you can move on to the next.

You don't have to talk about every topic in the Mentors presentation. During the next mentoring session, you will have time to either continue with new topics or concentrate more on a specific topic. Again, it's better to properly concentrate on something instead of barely touching the ideas and thoughts behind every topic.

To bring this session to a close, have a short feedback moment where you can talk about this session. It might help to have this after ending the session with the Mentee so that everyone can feel confident and safe to give honest feedback. Of course, it's also good to react to the feedback.

The time between mentoring sessions is good for advancing the topics presented during the first mentoring session. Maybe the Mentee wants to talk about some topics with experts in the city organisation to gain more knowledge? If possible, reserve some time to talk about the first mentoring session with the Mentee before the next one in order to get feedback.

Also, during the next session, the Mentee can have an opportunity to present their own questions. Maybe your city has something going on that would benefit from an opinion from Future Mentors and other young people? You can talk about this beforehand with the Mentee and prepare accordingly.



Second Mentoring Session

Duration: 90 minutes.

This workshop is for Future Mentors, the City Coordinator, and the Mentee.

The aims of the workshop:

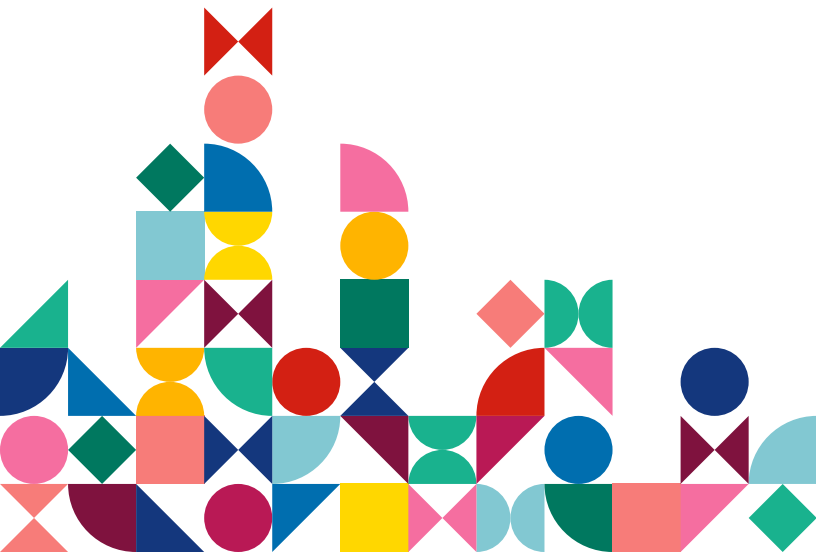
1. Continue mentoring
2. Make follow-up plans

Icebreaker: Question Time!

Interview the participants – both the Mentors and the Mentee. You can use these questions or come up with your own. The sillier the questions, the better. You can also let the team ask their own questions.

Example questions:

1. If you had a time machine that would work only once, what point in the future or past would you visit?
2. If your house was burning down, what three objects would you try and save?
3. If you could talk to any one person now living, who would it be and why?
4. If you were an animal, what would you be and why?
5. Name a gift you will never forget?
6. Name one thing you really like about yourself.
7. Who's your favourite cartoon/comic character, and why?
8. What is the hardest thing you have ever done?
9. What was the best thing that happened to you this past week?
10. What book, movie or video have you seen/read recently that you would recommend? Why?



Task: Continue mentoring

Continue the discussion. You can pick up new topics from the Mentors' presentation or continue talking about a really important one you couldn't quite finish last time.

If you can't find time for all of the topics, make sure to briefly talk about how to approach those topics in the future. Maybe the mentoring sessions can continue with some other person in the city's organisation or you can have a separate meeting about a topic with relevant stakeholders in the future? Think about all possibilities.

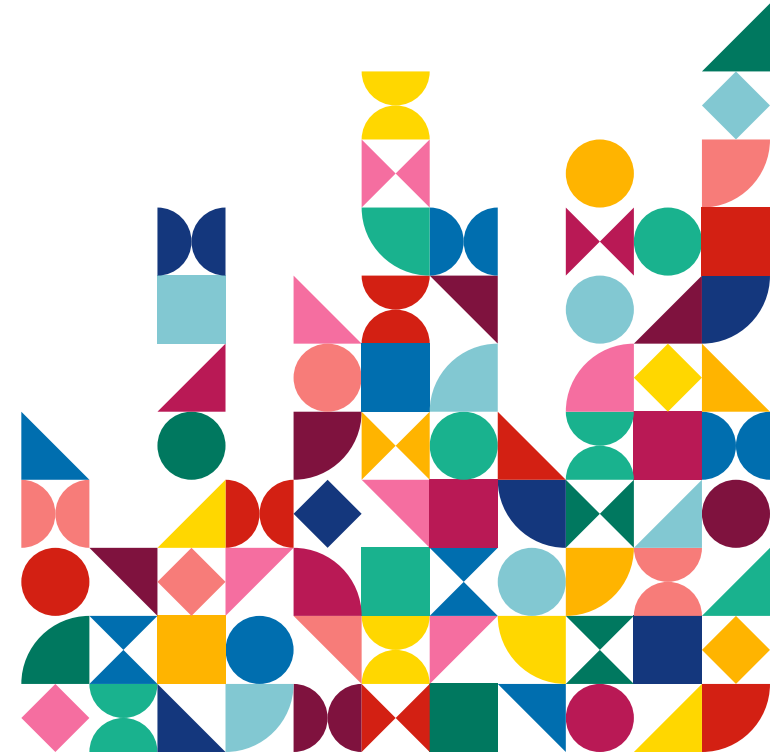
If you feel that you have exhausted all your prepared topics, you can turn the conversation from the far-off visions to a future that is nearer. Try switching focus from 20 years to 5 years. Is there something urgent that requires immediate action? What could be done for it?

If you still feel that the conversation has run its course, you can talk about how the city hears the opinions of young people. Is there an aspect of it that needs developing? Maybe you can organise a Future Mentors programme on a larger scale by yourself next year? Or maybe there are other opportunities organised by the city for the Mentors to participate in?

During this mentoring session, the Mentee can have an opportunity to present their own questions. Just remember to give enough time for the topics picked up by Future Mentors, as they're the main focus of the programme.

It's a good idea to devote a part of this session for follow ups on the programme. Some good questions that require answering could be:

1. What happens next regarding the topics discussed? Is there something the Mentors can do to develop things further with the city's organization?
2. Have the participants gained new perspectives during the meetings? How do they feel now?
3. How will the thoughts presented during the mentoring be taken into account when making decisions about the future of the city?
4. Has the programme sparked some new ideas on how the city wants to hear the opinions of young people?



Conclusion

You've arrived at the end of this guide. Thank you for making it this far! We truly hope that the Future Mentors -programme will be a fun and engaging tool for you and your city. We wish you many successful sessions with everyone you meet during this programme. You can contact our team at international@espoo.fi. We will do our best to help you on the path you've taken.

Take care and see you co-creating future cities! do not forget to use the hashtags #Espoo, #FutureMentors

Yours,

Eurocities Espoo 2022 -team



