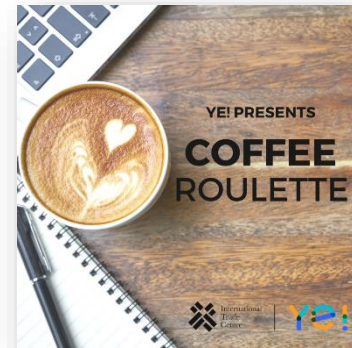


# Ye! Coffee Roulette Mentoring Guide



**The Ye! Coffee Roulette initiative is an innovative approach to traditional mentor matchmaking.**

Ye! Coffee Roulette connects various experts, youth entrepreneurs, and aspiring youth entrepreneurs from the Ye! Community through a series of 3-month matches using three criteria, leveraging the [RandomCoffee](#) technology. At the close of each round, Ye! members can opt-in or opt-out depending on their availability.

## **The role of the mentor**

A mentor acts as a guide and aims to convey valuable information that can help an entrepreneur manage his or her business better. Within this initiative, the expectation is that each expert leverages his or her expertise and knowledge to provide advice, counselling, unique insights, anecdotal stories, encouragement and in certain instances, network connections. The expert's purpose should be to foster confidence and equip the young entrepreneur with knowledge and insights that can help him or her develop himself or herself as an entrepreneur and help the business grow.

## **The role of the mentee**

In this initiative, the young entrepreneur should come to the coffee chat as both a continuous learner and the driver of the conversation. The entrepreneur is expected to take an active role in driving the conversation, setting expectations, and identifying learning goals and measures for growth. In this process, the entrepreneur should be open to hear constructive criticism and being asked tough questions, while also asking tough questions themselves. They should seek feedback on their current actions or work, as well as follow through on commitments and take necessary actions to put the mentor's advice into practice.

## **Peer to peer mentoring**

At Ye! Community we also believe in the value of peer mentoring and enhancing social capital through building networks. As such, youth entrepreneurs may be matched together. After speaking with a number of experts and mentors, we feel that youth entrepreneurs that recently scaled their business or overcame a challenge can provide valuable information to those at an earlier stage in the process. Therefore, over the course of this initiative, two young entrepreneurs can be matched together. We hope that you will see this as a valuable opportunity to expand your network and social capital and to learn from your peers. In this instance, both parties can switch off between the mentor role, or you may determine that one party will be the mentor and the other mentee.

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## Ensuring success

In the first meeting, it is important to lay out the framework for the following conversations as well as provide a space for some introductions and free-flowing conversation. The first meeting should be used to identify a meeting schedule and frequency, duration of each meeting, how you will connect, i.e. which medium you will use, and whether you will use tasks and expect certain items to be completed by each meeting. **Be sure to keep in mind time differences when scheduling!**

Additionally, it is important to identify 2-3 core topics or themes to focus on during the 3-month period. The entrepreneur should drive the direction of the discussions and identify these themes, but the mentor can also share his or her suggestions based on previous experiences. The conversations may of course lead elsewhere; however, having some core, guiding topics will give the discussions direction and purpose.

Mentor and mentee can also agree to share documents and to give assignments to promote adoption of various techniques or strategies that have been discussed. Should a mentor agree, he or she can also provide access to her/his network, when and where it makes sense.

## Mediums for connecting

This initiative is virtual. Depending on the availability and preferences of both parties, the virtual coffee chats can be carried out via any communications tool, i.e. Skype, Zoom, Whatsapp, Google Hangouts.

## Using the Coffee Roulette Template

The template below can help to lay out the points addressed above. The template is by no means exhaustive and it is not mandatory to use it; it is merely a guiding template to help lay out and structure the conversations to provide tangible results for the pairing. It also serves to help assess whether the pairing achieved the goals it set out to accomplish.

## Intended Coffee Roulette Outcomes

The Ye! Coffee Roulette initiative aims to enhance linkages between experts and entrepreneurs in the Ye! Community and to encourage greater virtual connectivity between members of the Ye! Community. The Ye! Coffee Roulette initiative offers an opportunity for both mentors and mentees to collaborate, network, and generate new ideas and solutions. As each match will only meet for a short duration, this initiative aims to understand what connections and actions can be taken in this time and whether short but frequent connections can lead to meaningful outcomes.

*\*Just because you are no longer paired up, does not mean you cannot remain in touch! Should both parties agree to continue working together, this is by all means encouraged!*

If you have any questions or require any support, please contact [youthandtrade@intracen.org](mailto:youthandtrade@intracen.org).

**Happy matching!**  
**Your Ye! Community Team**

# Ye! Coffee Roulette Engagement Template

This document outlines the conversation goals and desired outcomes between the mentor and mentee and helps establish a successful partnership with a clear understanding of roles.

This form<sup>1</sup> will be completed by the mentee together with the mentor during the first Ye! Coffee Roulette session and after the final mentoring session, in order to provide feedback and assess progress.

Mentee – Professional Information		
Name:	E-Mail:	Phone:
Business Name:	Preferred medium for hosting conversation:	
Mentor – Professional Information		
Name:	E-Mail:	Phone:
Coffee Chat Setup Information		
Preferred number of meetings per month:	Agreed upon dates to have coffee chats:	
Who organises each chat (sets up the zoom meeting, etc.)?	Who agrees to send the calendar invite for each chat?	

Thematic Areas to Discuss
What are the struggles or pain points the business is currently facing or the areas the mentee would like to discuss?
Development Needs
Indicate how the current struggles are affecting the business.

<sup>1</sup> This document was adapted from Ye! Community mentor Gilles Gambade and his company Top Team World.

Knowledge desired to address the pain points or struggles: 1. 2. 3.	Potential impact on Business:
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**Objectives, Measurement, Results**

Include a maximum of 3 objectives for the coffee roulette match:

**Objective 1**

**Description**

- Define what mentee will do differently or work on:
- Define the impact this will have on the business:

**Results Summary (Complete at the end of Coaching Engagement):**

- Coaching Objectives achieved:

- Comments:

**Objective 2**

**Description**

- Define what mentee will do differently or work on:
- Define the impact this will have on the business:

**Results Summary (Complete at the end of Coaching Engagement):**

- Coaching Objectives achieved:

Comments:

### Objective 3:

#### Description

- Define what mentee will do differently or work on:
- Define the impact this will have on the business:

#### Results Summary (Complete at the end of Coaching Engagement):

- Coaching Objectives achieved:

Comments:

#### Feedback

Additional remarks, if any on the relationship, its progress, or suggestions for the future.

#### Feedback for Coffee Roulette Organisers (Ye! Community)

