

ABSTRACT

The theoretical part of the thesis consists of literary research focused on mentoring, mentoring relationship, goals and importance of mentoring, kinds and phases of mentoring, mentoring at the beginning of a teacher's career, mentoring in the course of his / her career, giving examples of implemented projects which were aimed at mentoring, and the relationship between the mentor and the learning organization. The main goal of the empirical part is to elaborate a model example for effective use of mentoring in nursery schools as a potential tool leading to the learning organization. Some necessary requirements and ideal conditions for implementing the internal mentoring in the nursery school are stated, the time schedule for implementing the internal mentoring has been elaborated, and both formal and content part for its implementation has been suggested, including some advice and recommendations. Three tools have been used in the empirical part of the thesis: research into mentoring in selected nursery schools, observations of the interaction between the mentor and the mentee with a specified goal of mentoring and observations of the cooperation between the mentor and the mentee in a selected nursery school during a controlled activity, analysis of internal mentoring materials in a selected nursery school.