

Mentoring Building Partnerships for Learning

Mentoring is...

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Mentoring is a partnership.

Mentoring is 'the act of helping another learn.'

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Difference between a Mentor, Coach and Supervisor

- ◆ A mentor is like a sounding board.
- ◆ A coach is trying to direct a person to some end result.
- ◆ A supervisor's ultimate responsibility is to make sure the job gets done.

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Mentoring Requires Four Core Competencies

- ◆ Surrendering
- ◆ Accepting
- ◆ Gifting
- ◆ Extending

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Core Competencies cont'd.

- ◆ Surrendering
the process of leveling the playing field
- ◆ Accepting
the act of inclusion
- ◆ Gifting
the act of generosity
- ◆ Extending
to push the relationship beyond its
expected boundaries

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Matching the Mentor and the Protégé

- ◆ Know your career anchor.
- ◆ What personal attributes do you bring to the mentoring relationship?

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The Value of Mentoring

Mentor

Protégé

Learn new things about yourself

Acquire new knowledge

Make more of your strengths;
exploit your hidden talents

Satisfaction of passing on knowledge

Career satisfaction

Expanding your personal network

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What does it take to be a mentor?

- ◆ Interest
- ◆ Commitment
- ◆ Confidence

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What does it take to be a great protégé?

- ◆ Identify your goals for the mentoring relationship.
- ◆ Take a look around
- ◆ Approach your potential mentor

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How Can a Mentor Prepare

- ◆ Assess your experiences
- ◆ Assess the protégé's needs

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Five Tips for Being a Great Mentor

- ◆ Encourage your protégé to communicate openly.
- ◆ Set firm guidelines and expectations from the beginning.
- ◆ Provide clear performance measures.
- ◆ Practice active listening.

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Must Guidelines for a Protégé

- ◆ Listen
- ◆ Implement, act on advice, put things into effect
- ◆ Have a willingness, desire, and commitment to learn and grow
- ◆ Be open-minded, willing to change and be coachable
- ◆ Check your ego at the door – ask for and be open to feedback and criticism

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Activities to Help the Protégé Grow

Mentor a junior employee

Special Assignments

Formal Training

Give Presentations

Attend Conferences

Teach a course

Join a Professional Society

Read To enhance knowledge

The Gift of Mentoring Building Partnerships for Learning

“Mentoring is an honor.

*Except for love, there is no greater
gift one can give another than the gift
of growth.”*

*Chip R. Bell Author
Managers as Mentors*

Developing Leadership Skills

Helpful Resources

Managers as Mentors
by Chip Bell

Making Feedback
by Joe Folkman, Ph.D.

Mentor Manager, Mentor Parent
by Linda Culp Dowling and Cecile Culp Mielenz, Ph.D.

Novations, Strategies for Career Management
by Gene Dalton and Paul Thompson

Soul Work
Finding the Work You Love, Loving the Work You Have
By Deborah P. Bloch and Lee J. Richmond