

# Mentoring



## TAKING THE MYSTERY OUT OF MENTORING WHAT IS IT REALLY ABOUT?

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## Networking is Part of Mentoring



- ❖ How Many of you have introduced yourself to everyone at your table? (Do it now)
- ❖ How Many of you asked a meaningful question during your introductions? (Do it now)
- ❖ How Many of you have exchanged cards with everyone you don't know? (Do it now)

If you are comfortable Networking and making connections Mentoring or being a Mentee becomes easier, you also find quality matches!

Mentors and Mentees are everywhere and you don't have to have just one!

## Why Mentoring is Important



In his book "[The 21 Irrefutable Laws of Leadership](#)," John C. Maxwell writes, "More than four out of five of all leaders that you ever meet will have emerged as leaders **because of the impact made on them by established leaders who mentored them.**"

In fact, many leadership and success experts agree that becoming an effective leader involves being mentored by proven leaders.

What does that mean to us?

Successful female leaders must be willing to mentor other female leaders.

Resource Found : [http://www.ehow.com/how\\_7428788\\_mentor-leadership-women.html](http://www.ehow.com/how_7428788_mentor-leadership-women.html)

## Lots of Ways Engage in a Mentoring Relationship



creative  
Mentoring: A two-way street  
choices



Review with Group:

- ❖ Was this a formal or Informal mentoring relationship
- ❖ What did the Mentor ask for?
- ❖ Did the Mentee meet the Mentors Expectations?
- ❖ What Did the Mentor get from the relationship?

<http://youtu.be/w7xNpOmq4kw>

## Mentoring VS Coaching



Coaching and Mentoring are not the same thing!

- ❖ Mentoring is a two-way mutually beneficial learning situation where the mentor provides advice, shares knowledge and experiences, it is low pressure and not tied to performance expectations
- ❖ Mentors are both a source of information/knowledge and someone who helps the Mentee question their approach, theories and ideas

It is Difficult to Mentor Someone Who Reports to you  
Sponsoring or Coaching are More Typical of a Employer/Employee Relationship

## Mentors are Leaders!



Watch these Female leader's from the McKinsey Women Leadership Program share their experiences



[https://www.mckinseyquarterly.com/Organization/Talent/Making\\_a\\_remarkable\\_career\\_Women\\_discuss\\_how\\_they\\_approach\\_work\\_and\\_life\\_2226](https://www.mckinseyquarterly.com/Organization/Talent/Making_a_remarkable_career_Women_discuss_how_they_approach_work_and_life_2226)

### What Did These Women Teach Us?

- ❖ Sharing Your Experiences with Other Women Helps Create Leaders of the Future
- ❖ It Takes COURAGE to Share
- ❖ You Have to Have the Mindset that Sharing and Developing Other Women is a Calling
- ❖ Knowledge is Power

## The Trust Factor: Have to Have It!



### The Challenge of Building a Trusting Relationship

- ❖ We need time to get to know and trust each other, **you need time to build up the trust to begin discussing meaningful situations**
- ❖ Trust must be **earned** through time by the mentor and the mentee
- ❖ The mentor must **take the risks** of demonstrating that (s)he is trustworthy, intentionally doing and saying things that will help the mentee feel that trust for the mentor as soon as possible.
- ❖ The mentor must become **vulnerable in front of the mentee**, showing the trust in the mentee that is needed before that trust is earned, and demonstrating for the mentee those behaviors that the mentee needs to learn and show with the mentor.
- ❖ These challenges are illustrated on the next slide. Notice the early efforts of the mentor and the **trusting building that occurs over time**. A great example is:
  - ❖ The pair don't feel trust in each other early in their relationship, so they both commit to a confidentiality for their conversations, to protect the risks each other take.
  - ❖ Later, as they do feel trust in each other, they can discuss and decide if they need to continue that confidentiality or not, and the specific cases in which they do or do not need it.

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## The Trust Factor

### STRATEGIES FOR BUILDING THE MENTOR-PROTEGE RELATIONSHIP

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RELATIONSHIP	BEGINNING	EARLY	BUILDING	MATURE	WITHDRAWAL	CLOSURE
MENTORING PROCESS	Tell	Sell	Collaborate		Delegate	
KEY FOCUS OF THE MENTOR	Assist protege with priority start of work TASKS	Orientation to any new tasks Relationship building		Encourage & Support Challenge to grow		
TRUST LEVEL	None	Tentative		Strong		
MENTOR RELATIONSHIP STRATEGIES	Commit to and honor 100% confidentiality	Demonstrate trust in the protege Trust earning Model vulnerability & predictability Collect & use data as the focus for risky conversations		Variation from 100% confidentiality can be negotiated between the mentor & protege.		
FORGIVENESS	Shown for protege's mistakes	Seek forgiveness for any mentor mistakes				
JUDGMENTS	Only positive, non-evaluative feedback	Protege evaluation of the mentor may be requested by the mentor		Mentor evaluation of the protege may be requested by the protege.		

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## MENTORS: A Guide 10 Tips



- 1) Encourage the mentee to keep a record of meetings
- 2) Let the mentee be the expert.
- 3) Bring industry magazines, suggested reading etc.. that would appeal to the interests of the mentee and build business acumen
- 4) Find a creative way to deal with an area of concern in the mentee's life.
- 5) Find mutual interests to share.
- 6) Work on skills the mentee would like to improve.
- 7) Discuss a current event from a newspaper or magazine article with the mentee.
- 8) Assist the mentee in organizing work and developing skills
- 9) Help keep the mentee accountable for attendance, scheduling meetings and creating agenda
- 10) Help the mentee develop decisions making skills

### A Suggestion to Get Started:

One mentor had her mentee write in a column all the positives that could result from a particular decision and in another column all the negatives. Putting these on paper helped the mentee clarify the issue, sort out the possible consequences of this decision and evaluate whether it would be a wise decision.

Provide Guidance and Be Creative!

## MENTEE



- 1) Driver of Relationship**  
Identify the skills, knowledge, and/or goals that you want to achieve and communicate them to your mentor  
Bring up new topics that are important to you at any point and give feedback to your mentor
- 2) Development Planner**  
Maintain a mentoring plan and work with your mentor to set up goals, developmental activities, and time frames
- 3) Resource Partner**  
Work with your mentor to seek resources for learning; identify people and information that might be helpful
- 4) Teacher**  
Look for opportunities to give back to your mentor; share any information that you think might be valuable
- 5) Continuous Learner**  
Take full advantage of this opportunity to learn

Be Pro-Active and Ask for What You Need!

## Why Should Companies Advocate For a Mentoring Program?

Purposes for mentoring programs include?

**Induction**, to help new recruits, trainees or graduates settle into the organization;

**Skills Enhancement**, to enable skills to be passed on in the workplace by experienced, highly competent staff to others who need to acquire specified skills;

**Career Development**, to help staff in the planning, development and management of their careers and to help them become more resilient in times of change, more self-reliant in their careers and self-directed learners;

**Affirmative Action**, to assist women and minority groups to redress the imbalance at higher levels in organizations, provide support and help overcome barriers that often block their progress;

**Leadership and Management Development**, to encourage the development of competencies more easily gained through example, guided practice or experience than by education and training;

**Education Support**, to bridge the gap between theory and practice. Formal education or training is complemented by the knowledge and the hands-on experience of a competent practitioner;

**Organizational Development and Culture Change**, to share the values, vision and mission of the organization. To communicate and work on a one-to-one basis to develop required changes; and

**Customer Service**, to model desired behaviors, encourage the development of competencies, motivate for service quality, and above all to cultivate the right attitudes.

**Staff Retention** [Resource Found at:](http://www.growconnect.com.au/mentor.html)

<http://www.growconnect.com.au/mentor.html>

## Its Going On Everywhere!

Watch the Results of the Formal Mentoring Program Shell  
in the UK put together Focusing on Females in the  
Workplace



<http://video.ft.com/v/631276520001/Women-at-the-Top-Mentoring-to-success>

## Here is Your Challenge!



- ❖ We all have Fears! Sharing them does not make you weak, it will make you stronger!
- ❖ Join the NAED Linked In Page
- ❖ Sign up for a Mentor or to be a Mentee through NAED
- ❖ Share your success stories about your mentoring relationship
- ❖ Encourage others to be a Mentor or to seek a Mentee

## LINKS TO ARTICLES



<http://www.w2wlink.com/Articles/Tips-Effective-Mentoring-artid417.aspx>

<http://www.womenonbusiness.com/why-we-must-mentor-other-women/>

[http://www.ehow.com/how\\_7428788\\_mentor-leadership-women.html](http://www.ehow.com/how_7428788_mentor-leadership-women.html)

[https://www.mckinseyquarterly.com/Organization/Talent/Making\\_a\\_remarkable\\_career\\_Women\\_discuss\\_how\\_they\\_approach\\_work\\_and\\_life\\_2226](https://www.mckinseyquarterly.com/Organization/Talent/Making_a_remarkable_career_Women_discuss_how_they_approach_work_and_life_2226)