

Making Mentoring Work for You What Mentees Need to Know and Do

©Leadership Development Services, LLC

DESCRIPTION:

Good mentoring depends on having a collaborative, reciprocal learning relationship with your mentor. Whether you are just starting your career, seeking personal or professional development, or transitioning to new responsibilities, it is important to understand what it means to be a mentoring partner and how to successfully engage in the relationship. To reap the full benefit of mentoring, mentees need to know how to seek, select and recruit the right mentor for them. This workshop provides the guidelines for that process and teaches mentees how to drive the relationship, clarify what they need from their mentor, and to effectively utilize a variety of tools and skills to make the most of their partnership.

At the end of this one-day course, participants will:

1. Understand the benefits and key concepts of mentoring
2. Learn how to seek, select and recruit a mentor
3. Recognize the four predictable phases in the mentoring cycle
4. Learn to set SMART goals
5. Identify ways to build accountability into the relationship
6. Determine the kind of the support and challenge needed for mentee success
7. Recognize and address stumbling blocks that can upend a mentoring relationship
8. Learn to ask for, give and receive mentor feedback

COMPONENTS:

- Draws on tools and resources provided in The Mentee's Guide: Making Mentoring Work for You (Zachary & Fischler, 2009)
- Focuses on mentee as learner, partner and driver of the relationship
- Participant Guide
- Self-reflection, case study, exercises
- Best practices of mentoring excellence
- Guidelines for building and strengthening the relationship
- Highly interactive

TARGET AUDIENCE:

- Mentees interested in engaging in a mentoring relationship for their own growth and development
- Anyone participating in a mentoring program as a mentee