



Mentoring Matters

January 2013

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What Do You Plan To Do To Celebrate National Mentoring Month?

JANUARY 2013

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What are your New Year's resolutions?

It's time to blow the dust off last year's goals, take a look at what you achieved - and don't forget to thank your mentors who made it possible. After all, January is [National Mentoring Month](#), when we raise awareness of mentoring and celebrate the proven impact of our mentors. We can think of ways to put in place a more effective mentoring program in our businesses and organizations. "Few firms think as carefully about mentorship as they should," writes [Anthony K. Tjan in the Harvard Business Review](#). "So for most companies, a wake-up call on the basics of mentorship is in order."

To answer that wake-up call, Leadership Development Services asked our friends on LinkedIn one very important question, "From your experience, what does it mean to be a mentor?" In response, we received inspiring tales of life-altering mentor moments, reflections on the best advice ever received - and most importantly key insights on the distinguishing characteristics of effective mentors.

Effective mentors freely share their knowledge and expertise. They impart their experiences - both good and bad - as information instead of advice.

"To be a mentor means that one scatters a trail of breadcrumbs of knowledge and experience, in hopes that the mentee will follow them. It means subsuming your ego in the service of seeing another person grow." -- Diana Gardner Robinson Ph.D.

"It means sharing your wealth of knowledge and experience with someone who chooses to listen and learn from you. Don't expect glory, huge rewards or personal returns from mentoring. It is a gift given happily, without expectations." -- Thomas AW

Upcoming Online Course!

Wiley Learning Institute

NEW FOR 2013!

The Mentoring Excellence Difference:

Online Short Course



PRESENTED BY:

Dr. Lois J. Zachary

Author of *The Mentor's Guide*

3-part online course:
Jan. 18, 22, & 29, 2013

REGISTER NOW!

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WILEY

"A mentor should want to share their experiences and guide someone so that they are able to achieve their goals."

-- Samantha Brown

Good mentors are good listeners. While a key role of a mentor is to provide guidance, the cardinal rule is to listen more than you talk.

"A mentor doesn't get a mentee a job, but acts as a sounding board."-- Bryan C. Webb

They are open to discussing personal as well as professional issues. Often the two are interrelated.

"I think a mentor is someone who will give you guidance and share the wisdom of their experiences, in both career and life. A good mentor does not necessarily have to be active in your life, but they should be available when you need them." -- Brett Balzer

"They can be either a life mentor or a career or professional mentor. Mentoring is usually a very motivational thing for both parties."-- Judy Pearson

"A mentoring relationship that had a profound impact on my life was with the division head of one of the multinationals I used to work for. My mentor helped me formulate a personal vision statement. That was nearly 20 years ago, and I still go back and read and rewrite bits of it."-- Russell Sy

They get directly involved in a mentee's career. Mentors aren't afraid to stick their necks out to recommend their mentees for jobs or assignments.

"A mentor is a person who can help you hone your skills and introduce you to other individuals who could help you grow, while knowing the ins, outs, and intricacies of your designated field."-- Tom Costello, CEO and Managing Director

[iGroupAdvisors](#)

Effective mentors avoid giving advice. Instead of saying, "Here's what you need to do," they impart information.

"As a mentor, I have shared the best and worst experiences of my career and life with my mentees. It means sharing wisdom, knowledge of the industry or field - and everything that comes in between. I have shared my experiences so that people can have these tailor-made for their career and life decisions."

-- Ganesh Subramanian

"A mentor is there to support and guide, but only when requested. A mentor must allow the person space to find answers for themselves through creative guidance. Otherwise, personal and professional growth can be stagnated for the individual."-- Neville Stokes

"To be a mentor, you need strong coaching and leadership skills to keep a mentee's morale and spirits up."-- Alex Khoo

Good Mentors Are . . . Unforgettable

"I had two mentors at key points in my 35-year career in aerospace. They were a combination of technical, management and communications talent, rarely found in the high-tech

Some Thoughts on Celebration



"People will forget what you said, people will forget what you did, but people will never forget how you made them feel." - Maya Angelou



"Celebrate endings - for they precede new beginnings."

- Jonathan Lockwood Huie

Join Our Mailing List!



industry. The challenges of mentorship are demanding, the satisfaction is high, and the opportunity to contribute and pass one's knowledge forward is unlimited." --Kenneth Larson

How are people using our new Mentoring Excellence Pocket Toolkits?

1. As a reminder about what they need to do before mentoring meetings
2. As an partnership accountability tool to check in with their mentoring partner
3. As a personal guide to make sure they stay on track
4. As a playbook to prep for mentoring conversations
5. As a quick reference to keep in their back pocket



Mentoring Excellence Pocket Toolkits

Order Yours Today!

Toolkit #1: Strategies and Checklists for Mentors: Mentoring Excellence

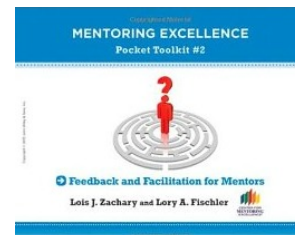
Toolkit 1 offers strategies for success and checklists for mentoring excellence that can be used during each phase of the mentoring relationship. They can be used to guide mentoring conversations, gauge progress, and promote mutual accountability. These checklists can also be used to determine readiness to move on to the next phase.



[Order Your Toolkit #1 Today! Amazon Price \\$12.00](#)

Toolkit #2: Feedback and Facilitation for Mentors: Mentoring Excellence

Toolkit 2 provides tips, guidelines, and checklists to help mentors master facilitation and feedback skills that are critical to enhancing learning and building authentic and productive relationships. When used effectively, facilitation and feedback ensure high level, high impact mentoring relationships.



[Order Your Toolkit #2 Today! Amazon Price \\$12.00](#)

Toolkit #3: Strategies for Mentees: Mentoring Excellence

Toolkit 3 is organized around the four phases of successful mentoring: getting ready, establishing agreements, enabling, and coming to closure, which build on one another to form a developmental sequence. This pocket toolkit provides answers to many frequently asked questions about how to make the most of a mentoring relationship and offers tips to keep it on track.



[Order Your Toolkit #3 Today! Amazon Price \\$12.00](#)

Toolkit #4: Accountability Strategies and Checklists: Mentoring Excellence

Toolkit 4 covers the very important process of setting goals . It offers accountability strategies and checklists for mentoring excellence that can be used during each phase of the mentoring relationship. They

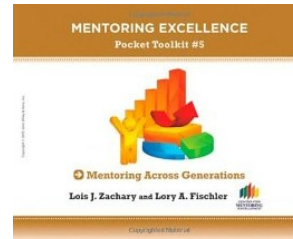
can be used to guide mentoring conversations, gauge progress, and promote mutual accountability. These checklists can also be used to determine readiness to move on to the next phase.

Order Your Toolkit #4 Today! Amazon Price \$12.00



Toolkit #5: Mentoring Across Generations: Mentoring Excellence Pocket

Toolkit 5 helps mentors and mentees understand the differences among Boomers, Gen-Xers, and Millennials in mentoring relationships. It gives valuable guidance, tips, and checklists to help all ages get the most out of their mentoring relationships.



Order Your Toolkit #5 Today! Amazon Price \$12.00

A Note to Our Readers:

We believe that leaders cannot be effective without a strong and ongoing commitment to mentoring excellence. This belief, our passion for mentoring excellence, and our extensive experience in the field with organizations led us to create the Center for Mentoring Excellence. At our virtual center, www.centerformentoringexcellence.com, you will find mentoring tools and resources, expert advice and a forum for sharing best mentoring practices. We hope that you will visit us there and let us know how we can continue to help you raise the bar on mentoring in your organization.

