

Rather than planning celebrations *for* your mentee, engage her in the planning process. This will heighten the sense of individual

Strong invites you to [listen in on six mentoring conversations](#) as they unfold over the first 90 days of a new mentoring relationship.



contribution and further foster the sense of partnership that permeated your relationship.

### **Elevate and expand knowledge.**

Use celebration as a vehicle to continue to educate about the past, present and future of the organization and use that as a context for growth.

### **Leverage Leadership.**

The opportunity to leverage and maximize learning is the very essence of a mentoring relationship. By sharing your own development stories with your mentee you can raise the bar.

### **Expand your thinking when considering how to celebrate.**

Think outside the box. There are many ways to celebrate other than by going out to dinner or lunch. Look for permanent mementos or meaningful ways to remember the partnership.

### **Brag about accomplishments.**

Boast about milestones. Be in the moment. Look for small ways and everyday ways to create a shared sense of progress and purpose with your protégé. Celebrate the triumphs and big wins triumphantly and with big celebrations.

### **Rekindle memory.**

Revisit the journey. If you don't have a sense of where you come from going backward looks like progress. You may find that it will reawaken your own sense of purpose and keep the focus on learning.

### **Appreciate.**

Honor achievement. Let your mentee know you appreciate him. Tell your protégé that he matters and why, but be honest about it when you do.

### **Talk about transitions before they happen.**

Be proactive. Celebration is an opportunity to create self-awareness. Educate for change and prepare for next steps.

### **Esouse the vision.**

Articulating personal (and organizational) vision harnesses energy and engages the spirit. Linkages are leverage for learning. Create consistent thought and action by helping your mentee keep the vision out front.

**If you are a mentee,** remember that sincere expression of your appreciation is one of the greatest gifts you can give a mentor.

- Think about what you want to say in advance.
- Be specific and share concrete examples of wisdom you've gleaned from your mentor.
- Relate how you are applying what you are learning and what you are doing differently because of their influence.
- Touch base with mentors who have been there for you in the past.
- Let them know you are thinking of them and tell them how their influence has contributed to your success.

**If your organization has one or more mentoring programs, make**



## **International Mentoring Association's 2016 Conference**

will be held at the Auburn University Dixon  
Hotel and Conference Center

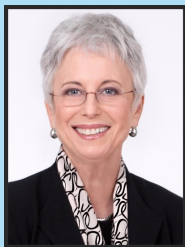
**Auburn, Alabama on April 13 - 15**

[Register Now](#)



### **Pre-Conference Workshop Speaker**

Dr. Frances Kochan  
*Presenting: Cultural  
Factors that Impact  
Mentoring*



### **Pre-Conference Workshop Speaker**

Dr. Lois Zachary  
*Presenting: Making the  
Most of Mentoring*

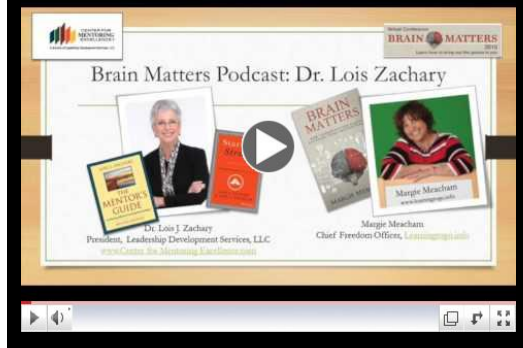


### **Keynote Speaker**

Dr. Brad Johnson  
*Presenting: What  
Master Mentors Do  
and Top Ten  
Ethical Quandaries for  
Mentors*

## **Tune in to Dr. Lois Zachary's Brain Matters Podcast**

sure to schedule a meaningful celebration day.



- Talk about the history of mentoring in your organization.
- Share success stories.
- Talk about the return on your mentoring investment.
- Invite mentoring pairs to publicly share their experiences.
- Create an infographic to showcase your results.
- Hold a mentoring rewards and recognition luncheon.
- Schedule a virtual presentation on mentoring and make it available throughout your company.

## Make 2016 Mentoring Resolutions

### Our Mission



*We are committed to promoting individual and organizational mentoring excellence. We do this by providing: mentoring training, coaching, consultation, and program evaluation. We've helped leading organizations around the globe create mentoring cultures, and we're here for you.*



Although 2016 has already arrived, it is not too late to ring in the new year with some new mentoring resolutions. Resolve to be a better mentor or mentee a year from now by:

1. Scheduling preparation time before your mentoring sessions.
2. Setting aside 15 minutes following mentoring meetings to summarize key insights and action items.
3. Challenging yourself to stretch your thinking
4. Moving out of your comfort zone.
5. Holding monthly accountability conversations with your mentoring partner
6. Checking frequently to determine if mentoring goals are still relevant and you are making progress.
7. Asking your mentoring partner for feedback.
8. Setting three self-improvement mentoring goals for yourself.

### 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](http://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.

