



*In This Issue:*

**What 8 Mentoring Experts Want You to Know**

.....  
**New Coaching Services at CME**

.....  
**Your Mentoring Year Tip #10**

.....  
**Podcast Interview: The Power of Cultural Competency**

.....  
**Creating Your Company's Mentoring Culture**



JANUARY IS

**NATIONAL  
MENTORING  
MONTH**

## What 8 Mentoring Experts Want You to Know

You're busy, and want to stay informed. Absolutely. This post, [It's National Mentoring Month: What 8 Experts Want You to Know About Mentoring](#) (*Huffington Post*) fits the bill to respect your time and share significant soundbites from 8 experts on mentoring.

**Read on to hear some tips about 2 timely topics:**

- Mentoring in 2018 (top of post)
- Insight and perspectives about mentoring relationships between men and women regarding appropriate behavior, boundaries and building trust (end of post)

CME's own [Lisa Fain](#) weighs in on the topic of men mentoring women in the age of #MeToo:

*"For many men, the concern is that their well-intentioned appropriate conduct in a mentoring relationship would be misconstrued as offensive."*

*"In fact, #MeToo should have no relevance, because it is not about appropriate conduct - it's about calling out inappropriate conduct as no longer acceptable."*

*"The foundation of a good mentoring relationship is building trust and defining boundaries, so the implication of #MeToo on mentoring is that these elements are more important than ever."*

-Lisa Fain, CEO, [Center for Mentoring Excellence](#)



## New Coaching Services at CME

### *Consider Coaching to Reinforce and Refresh Your Mentoring Program*

Coaching is now a strong part of our service offerings here at CME. Vista Coaching has been completely integrated into CME and works primarily in 3 ways to serve mentors, mentees and organizations:

#### 1. Laser Coaching

[Laser Coaching](#) is an efficient way to get just-in-time, one-on-one coaching for mentors and mentees who are looking to enhance the effectiveness of their mentoring relationships.

As issues, concerns or problems arise in a mentoring relationship, participants sign up for 15-minute coaching sessions in which a mentoring expert helps them identify actionable steps.

While the number of coaching sessions is unlimited within a 12-month period, participants must implement their action steps with their mentoring partners before scheduling their next coaching session.

#### 2. Mentoring Coaching

Offering a series of [mentor coaching sessions](#) that we call "touch-base interviews", or TBIs, designed to support mentors and mentees in getting the most out of their mentoring relationships.

TBIs are the perfect solution for organizations that want to:

1. Track participant progress -- program managers receive a report of findings and actionable recommendations after each interview phase,
2. Guide the further development, enhancement and improvement of mentoring programs and
3. Provide the critical just-in-time support needed to ensure continued mentoring success.

#### 3. Group Coaching for Professional Women

**Starting in March 2018**, the next [Live By Design Success Group](#) begins!

This all-female group of professionals will meet virtually for an integrated, whole-person coaching experience. This is a [by-application-only](#) program and is a great way to invest in and support the women in your organization.

**Here's what they will gain from this program:**

- **Feeling in Control of Your Life.** Getting back behind the wheel of your life.
- **Clarity.** Learn your vision, mission, purpose.
- **Vision.** Identify your best life.
- **A Path Forward.** Design and build a life you love.
- **Community.** Form a community of women who will help keep you accountable.
- **Confidence.** Gain confidence that you can achieve your ideal life in a way that is joyful and straightforward.
- **Results.** You'll identify measurable, inspired action steps that will lead to real results.
- **Sense of Accomplishment.** Identify meaningful accomplishments that move you towards your vision.

- **Tools and Resources to Set You up for Success.** You'll learn tools to help with decision-making, forward movement and creating meaning in our six months together and beyond.

**The program consists of:**

- Bi-weekly, content-rich group coaching sessions that meet virtually
- Monthly meetings with a small accountability group of 2-3 peers in the group.
- Six (6) one-on-one 55-minute coaching sessions with me, Lisa Fain, group facilitator and founder of Vista Coaching and CEO of the Center for Mentoring Excellence. (1 per month)
- Celebration Retreat at Red Mountain Resort in September 2018.
- Membership in a private online forum, where participants will receive guidance, tips and inspiration, and get support from fellow group members.
- Special treats along the way!

**The return on investment:**

The women in your organization will be more engaged, feel more balanced and directed.

The organization will experience improved communication. Less drama. Fewer wasted hours. Better retention.

Plus, an investment in your top women's professional development will capture the attention of excellent talent in the field, and will better retain them.

[Contact Us](#) for the next [Live By Design Success Group](#), beginning March 2018!



One of the biggest stumbling blocks for mentoring pairs is staying on track over the course of the year.

To make sure you avoid this potential trap, make sure you determine how to manage your mentoring time:

*How often and how long will you meet?*

*How will you handle and reschedule cancelled meetings?* Consider using an agenda, preparation, and journal as vehicles for maximizing learning. Your schedule holds and organizes your most valuable asset - your time.

**For new mentor/mentee relationships**, the development of an agreed-upon framework will not only set expectations, but also support focused meeting times so you both get the most out of your time together.

**For more experienced pairs**, referring back to the framework (or creating a new one) is a great way to a mentoring relationship back on track.

Ready for more? Review the [Mentor's Guide: Facilitating Effective Learning Relationships](#) for more support, insight and tools.

**Podcast Interview: The Power of Cultural Competency**

LearningToGo Podcast released their interview with Lisa Fain on [The Power of Cultural Competency](#). (22:06)



**Defining the terms**

This interview actually begins with a broader definition of "culture" by taking a look through the lens of identity at cultural components.

Lisa then goes on to define the term of "cultural competency", which is often misunderstood by many professionals, and how it relates with diversity and inclusion.

### The key to cultural competency?

She names that key early on as well. (around the 2:30 mark). It's surprisingly simple, not always easy and does require a bit of time and effort to understand. Valuable? Yes Indeed!

Download the podcast to develop a better understanding of [The Power of Cultural Competency](#) in this rich discussion.



### Creating Your Company's Mentoring Culture

Getting started doesn't have to be overwhelming. Get [Create a Mentoring Culture: The Organization's Guide](#) for an overview of the process, from foundation-building to the introduction of the mentoring program at work.

Likewise, refining and polishing your existing culture can be laser-actionable with the insights and suggestions in the guide. Identify gaps and clarify systems to make your program stronger, yield better results and make your company more appealing to the talent you need to succeed.

Review and invest in: [Creating a Mentoring Culture: The Organization's Guide](#) today.

#### 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.

#### 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.

#### STAY CONNECTED WITH US



Center for Mentoring Excellence | 3040 78th Avenue SE | #1173 | Mercer Island | WA | 98040