

Mentoring Matters

February 2014

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Mentoring: Strategies for Success

March 17-19, 2014

8:30am-4:30pm

Tempe, AZ

**HAVE YOU RESERVED
YOUR SPOT YET?**

Have you visited our [blog page](#) lately? Check out the wide array of mentoring topics we have blogged about over the year. See if any of them align with your goals for mentoring in 2014!

[Five Ways to Power up for 2014!](#)

It is not too early to begin thinking about your new year's resolutions. We'd like to suggest that while you plan on improving your health, fitness, and financials in 2014, you also think about powering up your personal mentoring practice.

WHICH DIRECTION WILL YOUR MENTORING RESOLUTIONS TAKE YOU?



Making the Most of Mentoring

[Mentoring Requires More Than Good Intention](#)

Mentoring is a proven way to promote employee growth and development, accelerate learning, fast track leadership, improve retention, elevate morale, strengthen recruitment and promote diversity. Too often, people step into their mentoring roles without sufficient training, relying on their good intention or past experience to carry the day.

[4 Frequently Missed Mentoring Opportunities And, What You Can Do About Them](#)

Author and missionary William Arthur Ward once said, "Opportunity is often difficult to recognize; we usually expect it to beckon us with beepers and billboards." While many believe that mentoring opportunities arise organically and in the moment, we believe that effective mentoring programs require continuous optimization of opportunity. Often opportunities are right there in front of us and yet we fail to recognize them or bargain them away, thinking that we will find the time to get to them later.

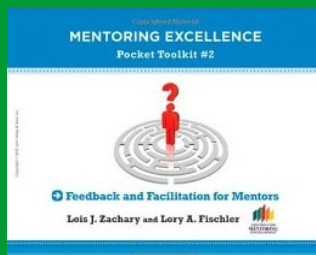


For more information click below
to visit the event website for the
[Three day trainer certification](#)
or for our
[One day seminar](#)

On the go reading!



Strategies and Checklists for
Mentors: Mentoring
Excellence Toolkit #1



Feedback and Facilitation for
Mentors: Mentoring
Excellence Toolkit #2



Strategies for Mentees:
Mentoring Excellence Toolkit
#3



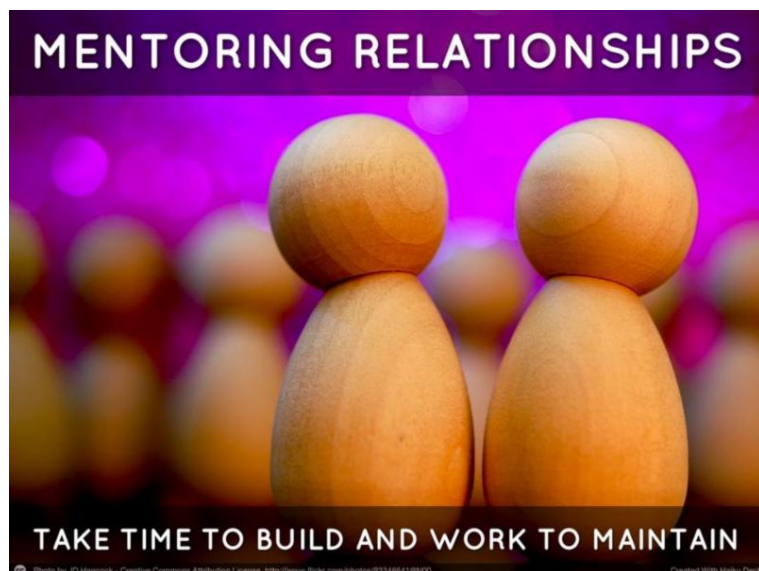
[Being SMART about SMART Goals](#)

Mentoring relationships are innately goal-centered partnerships. They are indispensable to the work of mentoring. Goals focus the work of mentoring, enable mentee growth and development, and, ultimately, determine the success of the relationship. Setting SMART - specific, measurable, action-oriented, realistic and timely-learning goals is one of the most daunting challenges mentors and mentees face.

Mentoring Relationships

[Mentoring Has A Multiplier Effect](#)

Some of the many mentoring benefits for individuals include accelerated learning, expanded and diverse perspectives, increased tacit organizational knowledge, additional insights about other business units, improved skills in specific areas (for example, listening, building relationships). Mentoring also offers individuals a trusted sounding board, role model, and/or go-to individual. Individuals often say that as a result of mentoring they feel more self-aware and self-confident, connected more closely to the organization, and find work more satisfying and meaningful.

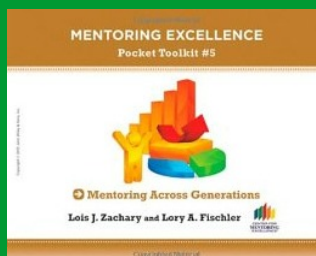


[5 Quick Tips for Enhancing Your Mentoring Relationship](#)

#1. Be open and honest with your mentor about your challenges on the job, weaknesses in your leadership, and issues you need to address. Your willingness to be vulnerable demonstrates your commitment to mentoring and strengthens your relationship with your mentor.



Accountability Strategies and Checklists: Mentoring Excellence Toolkit #4



Mentoring Across Generations: Mentoring Excellence Pocket Toolkit #5



[2014 International Mentoring Conference](#)

Gilbert (Phoenix), AZ, USA -
March 12 - 14, 2014



Keynote Speaker: Lois Zachary

*Put on Your Thinking Caps
 Learn New Ideas and Strategies
 for Program Growth
 Connect with Peers
 Get Tools and Resources
 Have FUN!*

Mentoring Resources

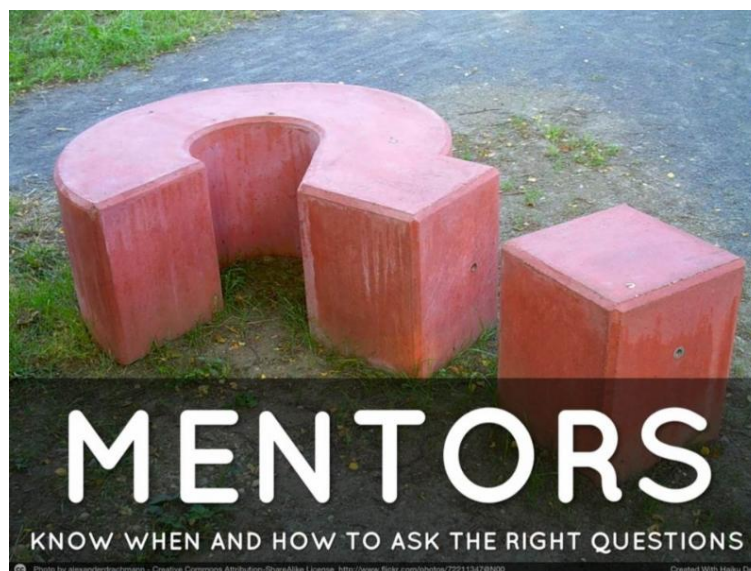
From Our Mailbox

[How important is it to reward mentors?](#)

It depends on the culture in your organization. Some organizations reward everything. Some do not. Appreciation and recognition go a long way and are often sufficient.

[Does the conversation that occurs between a mentor and mentee necessarily remain confidential during a time when the mentee is being considered for a career move?](#)

Does the conversation that occurs between a mentor and mentee necessarily remain confidential during a time when the mentee is being considered for a career move? Or, when a leadership team sits to talk about whether to move someone who has been a mentee, can the mentor add to the conversation from his or her experience with the mentee? Or, is the conversation between the mentor and the mentee always strictly confidential? Do you have any guidelines on this question?



[Are High Marks Enough?](#)

Congratulations. Your mentoring program received high marks this year. Training sessions were packed. Website usage tripled. The degree of satisfaction with mentoring matches surpassed last year. You've received a ton of accolades. But are these high marks enough to declare your mentoring program a success?

Mentoring Program Development

[What Leaders Do to Support Mentoring](#)

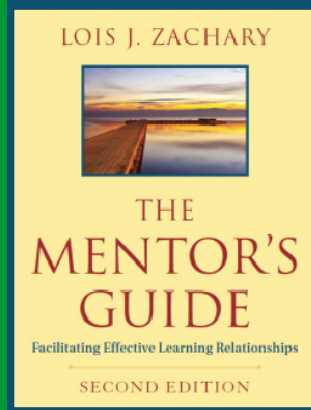
Creating and building a mentoring culture requires ongoing participation and commitment of executive leadership.

[12 "Must Do's" for Mentoring Program Administrators and Managers](#)

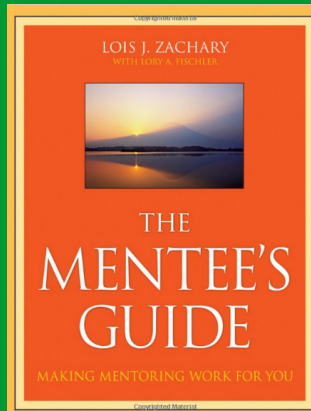
#1. Be actively engaged in a mentoring relationship, or have had previous mentoring experience. #2. Make your own growth and development in the role a priority. Continue to grow your knowledge, information and resources so that you can bring energy and enthusiasm to your mentoring program. #3. Get the data collection process started early on and keep...

[Preparing to Launch](#)

If your organization is preparing to launch a mentoring initiative, you may be wondering where to begin. Here are six tasks to add to your to-do list: #1. Make sure the business case for mentoring aligns with your organization's strategic direction. #2. Develop job descriptions for your



The Mentor's Guide:
Facilitating Effective Learning
Relationships



The Mentee's Guide: Making
Mentoring Work for You



Mentoring Culture Check-In: Are You Minding Your P's and Q's?

Creating a mentoring culture is a work in progress. This means you need to be minding your Ps and Qs: continuously monitoring, assessing and enhancing your efforts. If you keep these six Ps in mind - preparation, priority, position, pool, politics and progress - they should enhance your efforts and further help you embed good mentoring practice in your organization.

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Why Asking the Right Questions Is So Important

The mentor who asks the right questions paves the road to self-discovery and insight.

Topics For Mentors

Creating a Climate of Openness: What Mentors Can Do

Part of the mentor's role is to create a space that encourages a mentee to feel comfortable being open with you - to share themselves and their experiences honestly and candidly. It is challenging because the person who shows up often does so guardedly.

Reach Out and Touch Someone

We recently asked participants at a seminar to raise their hand if they were informally mentoring someone. Almost everyone in the room held their hand up. We told those folks to keep their hand raised if the answer was yes to the following question: "Would that person, if they were sitting next to you right now, say they were being mentored by you?" Almost all the hands dropped.



Hot Buttons!

All of us have things that consistently irk and annoy us about someone else's behaviors and actions. These are our hot buttons because when someone's behavior "pushes our buttons," it triggers an emotional response in us.

Topics For Mentees

Matchmaker, Matchmaker Make Me a Match

"Matchmaker, Matchmaker, Make me a match, Find me a find, catch me a catch. Matchmaker, Matchmaker, Look through your book, and make me a perfect match". Every mentee who participates in a mentoring program where matches are made for them hopes that their mentor will be a perfect match.

Are You Uncomfortable Being Open in a Mentoring Relationship?

Letting go of one's defenses and being truly open with a senior leader is one of the most daunting challenges new mentees face....

Preparing for Mentoring

Before you fully engage with a potential mentor, identify what you really want to achieve, how you learn best, and what kind of mentoring relationship might work well for you.



Roll Up Your Sleeves

You've created a mentoring agreement with your mentoring partner

and your work plan is in place. Now it is time to roll up your sleeves and get to work, and make the most of your mentoring relationship.



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