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Cultivate a Learning Culture

Your Mentoring Year Tip #11

The Nonlinear Path Interview

Coming Soon:...Live by Design Success Group

Continuing the #MeToo Conversation



Cultivate a Learning Culture with Your In-House & Remote Teams

Are you looking for a way to create a mentoring culture but unable to get mentors or mentees together in a room for a training program?

Are you looking for ongoing support, education and accountability for your mentoring pairs? Review and consider the [Mentoring Excellence Mastermind™ Series \(MEMs\)](#), to provide support, peer feedback and expert coaching and content that will help sustain momentum and create mentoring excellence. Your targeted learning community awaits!

How Mentoring Excellence Mastermind™ Series (MEMs) Works

- Group coaching and feedback calls. Small group size leverages the power of peer feedback, shared experiences and guidance from a mentoring expert
 - Enrollees participate in one 90-minute call per month on a topic related to the audience (includes content, coaching and feedback).
 - Small groups (12-15 people) with a shared interest in mentoring, meeting regularly
 - Designed to meet the specific needs of those who share common mentoring roles
- Learning continues beyond the times of the calls.
 - Participants will have access to a private, exclusive online forum.
 - All calls will be recorded and accessible throughout the length of the MEMs series (12 months for mentors and mentees, 4 months for program administrators).

Participants can benefit from participants across industries, or from a customized program.

- The Center for Mentoring Excellence conducts MEMs for participants across industry, location and organization.
- We can also accommodate the needs of organizations that wish to create MEMs exclusively for its own employees.

[Click for more details](#) about how MEMs work.

We offer three MEMs programs, depending on your needs:

- [Getting the Most From Mentoring: Mentoring Excellence Masterminds Series for Mentees](#)
- [Making Mentoring Work For You: Mentoring Excellence Masterminds Series for Mentors](#)
- [Maximizing Mentoring Success: Mentoring Excellence Masterminds Series for Program Administrators](#)

Review this program and discuss your best options to get your best results for your organization today!



Checking in on Goals

How will you know whether or not you're achieving your goals?

When you get results? Yes. Sometimes that's the case.

More often the knowing and the awareness of where you are at with your goals lies in the simple, and powerful, action of checking in. You can do this on your own, with a friend, cohort or mastermind and/or with a mentor.

The real work of refreshing your memory and looking at your goals, framing them in your vision, is actually so simple that many overlook it. You won't when you actively follow this tip.



The Nonlinear Path Interview

It's fun to share this interview video done earlier this month with Michelle Wong of [The Nonlinear Path](#).

Especially interesting in this 29-minute discussion is dissection of what a coach can do vs. what a peer can do...and how those roles supplement each other. Both have roles in relationships, and neither a coach nor a peer can do everything.

Threading through the whole conversation are themes of community, accountability, prioritization, diversity and inclusion. It's an inspiring and comprehensive chat which illustrates CEO's Lisa Fain's series of leaps she took along her own nonlinear path. Definitely listen in!

A coaching and workshop experience for women...coming June 2018!

Led by fog-clearer, map maker and adventure guide, [Lisa Fain](#), you're sure to create, develop and enjoy a fantastic journey. Running June - early September 2018.



See what 2017 Attendee M.G. shares:

"When the opportunity to do the Live by Design program showed up in my in box, I knew I was living a blessed life, but I felt directionless, unfulfilled, and that there was so much more I had to do, but I had no idea what that was or how to do it."

"This program helped me do that and more! From taking the time to figure out how I wanted my life to look, to realizing what I did that got in the way, to where I wanted to go, Lisa was the right guide to get me there."

"It was a true partnership with Lisa and my cohort. I am living a much better life now. Since completing the program not only have I benefited but so has my family. I highly recommend you take this journey with Lisa if you feel the slightest need." -M.G., Chicago, IL

Stay tuned for details!

Continuing the #MeToo Conversation into #Mentor

Following [last month's eletter](#) (featuring [What 8 Mentoring Experts Want You to Know](#) from the Huffington Post), we found a relevant conversation having to do with men mentoring women on [LinkedIn](#).

In the January article, the topic of men's concerns in mentoring women in the wake of the #MeToo movement was touched on. The [post we share today](#) has a few hundred comments and goes a bit deeper into this topic. Take a look at the comments, weigh in with your own.



The site referenced in Arianna Huffington's LinkedIn post is [LeanIn.org](#). Statistics and data about the current state of the workforce, sexual harassment, women in leadership roles and the consequences of men not taking action against sexual harassment are illustrated and described.

For example

Did you know that...

Sexual harassment is **twice as common** in male-dominated organizations as it is in female-dominated organizations. [13.](#)

Or that...

Organizations with diverse leadership realize **higher profits**. [17.](#)

We are ALL at a pivotal moment and we encourage you to join us in reading up, and chiming in!



Let's Connect!

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, 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.



Try it FREE today.

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