

# Mentoring Matters

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Put **STARTING STRONG** in your playbook for this spring!

[Starting Strong](#) is more than an engaging story of mentorship, it's a vital resource for understanding how



Effective mentors stay on top of their game by preparing for mentoring meetings, facilitating effective mentoring conversations and consistently following-up after mentoring meetings. For this month's issue, we've compiled a list of 25 win-win actions that you can take before, during and after your mentoring meetings to make sure you stay on top of your

game.

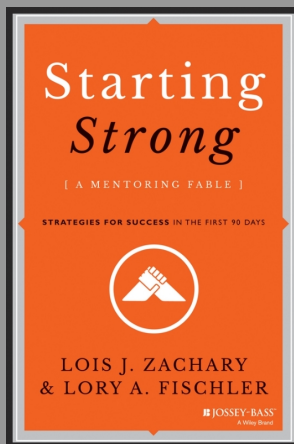
## Before Mentoring Meetings

1. Review notes from your previous meeting.
2. Revisit your mentee's learning goals to assess your progress.
3. Identify what you want to accomplish during your mentoring meeting.
4. Be specific about the issues you want to address.
5. Create a meeting agenda with your mentee.
6. Consider what you can do to trigger out-of-the-box thinking for your mentee.
7. Decide what information and questions you can send to your mentee help prepare him for your next mentoring meeting.

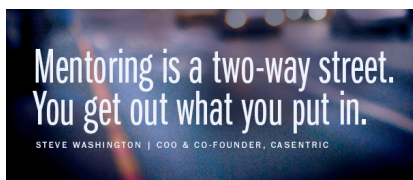
## During Meetings

8. Include time to catch up and reconnect on your agenda.
9. Work on strengthening your relationship.
10. Make it comfortable for your mentee to open up and share their challenges.

to implement and sustain a meaningful mentoring relationship.



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#### **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](https://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.

11. Ask questions to promote mentee reflection and deepen learning.
12. Encourage your mentee to drive the relationship.
13. Resist the urge to provide answers.
14. Offer new ideas, viewpoints, and challenges to stir the pot.
15. Provide words of support and encouragement.
16. Balance talking and listening.
17. Be frank and honest with your mentee.
18. Look for opportunities to share what you are learning from the relationship.

#### **After Mentoring Meetings**

19. Make notes immediately following your mentoring meetings.
20. Evaluate how the meeting went.
21. Ask yourself if there are any unresolved issues.
22. Review your commitments and to-do list.
23. Schedule time to complete your to-do list items.
24. Stay connected to your mentee between meetings.
25. Look for ways to apply what you are learning from your mentoring relationship.



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