

Mentoring Matters

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CREATE A MENTORING CULTURE FULFILL THE PROMISE OF ORGANIZATIONAL MENTORING



Readers' Book Club Guide

Starting Strong: A Mentoring Fable

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



**March madness is upon us.
Between games why not read a
few pages of this incredible book?**



WE ARE COMING TO SEATTLE!
Making Mentoring Matter: Strategies and Tools for Individual Development and Organizational Effectiveness
JOIN US
WEDNESDAY, MAY 4, 2016
8:00AM TO 3:30PM
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The inquiries we are receiving are a strong indication that more and more leaders are focusing their attention on creating mentoring sustainability and looking for high leverage success strategies.

Like our callers, you may also be wondering what you can do to support mentoring in your organization. Here are six high leverage strategies to consider.

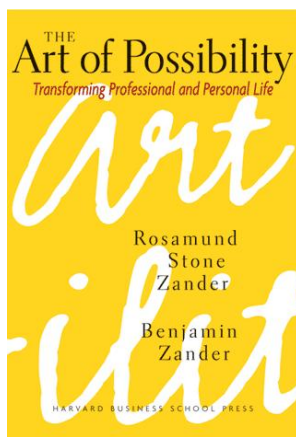
Six High Leverage Strategies

- 1. Think systemically and strategically about mentoring.** Mentoring is a way of thinking and acting that [enhances performance](#), increases productivity, builds relationships and promotes personal and professional development . . . [and the list goes on](#). Mentoring happens in all organizations, regardless of whether is formalized or not. Consider for a moment how much better your efforts would be if you developed a strategy to enhance the quality of the mentoring and a system to maximize your mentoring resources in your organization.

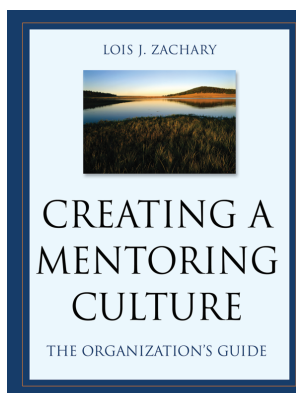
What steps can you take right now to enhance the quality of mentoring in your organization?

- 2. Lead the charge.** Demonstrating personal and organizational commitment to mentoring is aspirational. It inspires a shared vision about the future for your organization and its people. Benjamin Zander, (author of [The Art of the Possibility](#)) asks, "What is our story of possibility? What do we want to have happen here? What is the best for US - all of each of us, and all of all of us?" Identify





The Art of Possibility combines Benjamin Zander's experience as conductor of the Boston Philharmonic and his talent as a teacher and communicator with psychotherapist Rosamund Stone Zander's genius for designing innovative paradigms for personal and professional fulfillment.



From the author of the best-selling The Mentor's Guide here is the next-step mentoring resource to ensure personnel at all levels of an organization will teach and learn from each other. Written for anyone who wants to embed mentoring within their organization, this book is filled with step-by-step guidance, practical advice, engaging stories, and includes a wealth of reproducible forms and tools.



Our own Dr. Lois Zachary will be a featured pre-conference speaker at the:

International Mentoring Association's 2016 Conference

held at the Auburn University Dixon Hotel and Conference Center

Auburn, Alabama on April 13 - 15

[Register Now](#)

opportunities to showcase mentoring. Talk about your personal mentoring experience and how it has created value for you.

What are five things you can do immediately to demonstrate your commitment to mentoring?

3. **Keep pushing forward.** Reinforce the value of mentoring by keeping up to date on the mentoring progress and outcomes of current mentoring programs. Hold periodic briefings to bring other leaders up to speed. Engage in conversations about the value of mentoring. Keep in mind that creating value for mentoring is a work in progress.

What are you doing right now to inspire and energize others' commitment to mentoring?

4. **Build a solid infrastructure to support all your mentoring efforts.** A mentoring infrastructure includes commitment of financial, technological, human and knowledge resources as well as leadership and time. The infrastructure you build is your investment in mentoring continuity and success. Make sure your infrastructure is flexible enough to optimize use and deployment of your best organizational resources.

What elements of your infrastructure need to be strengthened?

5. **Cultivate broad and deep ownership.** Ownership for accountability promotes productivity and energizes sustainability. Without embedded ownership, sustainability is problematic. Those individuals outside the immediate implementation circle need to feel a sense of ownership and responsibility as well.

Who "owns" mentoring in your organization? What can you do to broaden and deepen the circle of ownership?

6. **Make mentoring a leadership requirement and competency.**

When mentoring is felt, experienced and perceived as a vested interest and commitment of leadership, that spirit of ownership permeates every level of an organization. Build your bench by preparing your leaders to steward mentoring efforts. Ensuring leadership continuity requires nurturing other leaders so that they, too, can grow and develop in their respective roles.



What is your mentoring leadership succession plan?

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.



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