

Mentoring Matters

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What We Learned From the UN Women's Mentoring Program in Cairo....

In September we had the privilege of working with [UN Women](#) as it launched its first formal leadership development mentoring program in Cairo, Egypt. Participants from the Ivory Coast, Egypt, Uganda, Moldova, Albania, Liberia, South Africa, Rwanda, New Delhi, Istanbul, Santo Domingo, Panama, Brussels,



How did the end of the calendar year arrive so quickly? We've been on the road which certainly accelerated the passage of time for us. Now that we're off the road and at the end of December, we can catch our breath and reflect on what we've learned from our work this year.

In the past couple of years we conducted over 200 interviews with mentors and mentees in formal mentoring programs around the globe. Our touch-base interviews offer confidential just-in-time coaching and support for mentors and mentees at critical milestones in their mentoring cycle. They help mentoring partners stay on track, grow and develop in their respective roles and allow us to identify patterns, trends and best practices that foster programmatic improvements.

Here are some of the insights and best practices we've gathered from our interviews this past year.

Mentee Experience Insights

- Mentoring creates an opportunity for mentees to focus on their development, which is something they don't otherwise find time to do in the course of their daily work.
- Mentors help mentees become aware of opportunities that they would likely have missed.

Copenhagen and Geneva joined us for the mentoring kickoff training. Read more about our amazing trip [here](#).



How We Helped Create a Mentoring Culture With the Dallas County Community College District

One of the highlights of this past year for us has been working with the [Dallas County Community College District](#) (DCCCD) to establish a successful mentoring culture. DCCCD launched its Network Mentoring Culture in August by convening the Chancellor's staff and presidents, HR representatives and other college leaders with a primary goal: to create a mentoring culture.

Read more about our work with DCCCD [here](#).



an **idea** is just a
DREAM until you
write it down...
THEN it's a
goal.

- Mentees tend not to advocate for themselves, often because they underestimate the importance of self-advocacy.
- Mentees see increased self-awareness and confidence as one of the key benefits of mentoring.
- Mentees create traction and momentum toward progress when they take responsibility for driving their relationship.

Mentor Experience Insights

- Mentors often become reengaged in their own careers as a result of mentoring someone else.
- Mentors are often surprised by the investment of time mentoring requires but agree that the time spent is well worth it.
- Mentoring skills are highly transferable and applicable to mentors' own leadership development.
- Mentors need to discipline themselves to resist the impulse to give answers to mentees.
- Asking the right questions takes work and produces better results than giving answers.

5 Best Practices for Setting Goals

1. Take time to get to know your mentoring partner before jumping into the work of goal-setting.
2. Build a strong foundation of trust prior to establishing mentoring goals.
3. Be patient. Don't settle for just any goal; find the right goal. The real work lies in identifying SMART (specific, measurable, action-oriented, realistic and timely) goals.
4. Look beyond low hanging fruit - easy goals that can be accomplished without a mentoring partner.
5. Mentoring goals should align with long-term career goals.



5 Best Practice Time Management Tips

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.

1. Lack of time can be a major stumbling block; talk about what you and your mentoring partner will do if that becomes an issue.
2. Always have the next meeting date on the calendar to ensure continuity.
3. Reschedule cancelled meetings quickly.
4. Set aside time to prepare in advance for mentoring meetings. In the long run, it saves time.
5. At the close of each meeting, summarize what you've learned and identify the agenda for your next session.



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