



In This Issue:

YOUR MENTORING YEAR TIP #8

WHEN IT COMES TO MENTORING, I WISH...

COMING IN 2018: MEM SERIES

CREATING A MENTORING CULTURE: WHY IT MATTERS

LOOKING BACK, MOVING FORWARD

2017 MENTORING INSTITUTE AT UNM



YOUR MENTORING YEAR TIP #8: GIVING FEEDBACK

Good feedback should reinforce positive behavior, and help change behaviors that get in the way of success.

When we hear the word "feedback," most of us assume that something is wrong, that we require improvement or that we are going to be criticized. So, when a mentor says, "Can I give you some feedback?" we brace ourselves. Maybe at best, we approach the message cautiously.

Review the full Mentoring Year Tip #8 article [here!](#)

YOUR MENTORING YEAR IN REVIEW

Establish Trust



Build a Relationship

Ask for Feedback



TELL US WHAT YOU THINK...

Give Feedback

Establish Ground Rules



Have a Conversation

Maintain Accountability



Avoid Stumbling Blocks



Set Starter Goals



Set S.M.A.R.T Goals

Be Thankful

today I'm thankful for



Resolve to Do Better

WHEN IT COMES TO MENTORING, I WISH MY ORGANIZATION WOULD....

This year, one of our mentoring survey questions asked our readers to complete this sentence: "**When it comes to mentoring, I wish my organization would ____.**" And your responses did not disappoint! Here is what you told us:

- You wished your organization would provide and require training for both mentors and mentees (but especially mentors).
- You wished your organization would place more value on mentoring, seeing it as a strategic approach to organizational success and as a cultural imperative.
- You wished your organization would provide additional resources, specifically around goal setting.

As always, thank you for your feedback!

Center for Mentoring Excellence is very excited to be launching the Mentoring Excellence Mastermind (MEM) series in 2018. MEMs are targeted learning communities designed specifically for program administrators, mentors and mentees who are looking for a single destination where they can:

- Learn mentoring best practices from experts in the field
- Share experiences and gain perspective from others in similar situations/roles
- Create a community of shared interest and experience in mentoring
- Explore ways to maximize the mentoring experience and leverage it for individual, collective and organizational success
- Receive just-in-time coaching, feedback and learning solutions



Mentoring Excellence Masterminds offer a sustainable, ongoing solution for organizations looking to strengthen their learning culture, gain additional support to help its mentors and mentees make the most of mentoring, and provide ongoing accountability and structure to promote a learning culture.

To learn more about MEMs, visit centerformentoring.com/masterminds or contact Lisa Fain at lfain@centerformentoring.com

CREATING A MENTORING CULTURE: WHY IT MATTERS

Join Us On January 18, 2017

4pm to 6pm

LANE POWELL
1420 Fifth Avenue, Floor 42, Seattle WA 98101



Join us for an exclusive event targeted towards leaders who play a role in diversity, inclusion and talent sourcing for their companies. In this interactive session, participants will:

- Learn what a mentoring culture is;
- Understand the impact a mentoring culture can have for an organization, its leaders and its bottom line;
- Discover steps to take for creating a mentoring culture in their organization;
- Have an opportunity for Q&A with mentoring experts; and
- Participate in a mentoring mastermind.

[Register Now](#)

LOOKING BACK MOVING FORWARD

As one of the Plenary Speakers at University of New Mexico's 2017 Mentoring Institute Conference, Dr. Lois Zachary tackled an important mentoring practice - looking back so that we can move forward. In her address, Dr. Zachary discusses the past and future of mentoring using Dr. James Ryan's "Five Questions" as a framework.

In this video, Dr. Zachary explores the first two questions, using them as a lens for viewing the past and the future.



2017 MENTORING INSTITUTE AT THE UNIVERSITY OF NEW MEXICO

It was an honor and a delight to participate in 2017 [Mentoring Institute at the University of New Mexico](#) in Albuquerque, New Mexico in October. This conference, attended by people in a variety of industries and organizational setting, was ah high-energy learning environment in which all participants gained valuable insights from scholars and practitioners. In a plenary session entitled Cultural Competency in Mentoring: Strategies for Connecting Across Difference, Lisa discussed the importance of understanding one's own culture and the culture of one's mentoring partner in building successful mentoring relationships. Lois spoke at the conference's plenary session by video, recapping the past 10 years of mentoring and encouraging participants to think about how they can build upon past successes, create new possibilities in the future and improve the field of mentoring by asking powerful questions. Finally, to conclude the conference, Lisa moderated an expert panel, consisting of all the panel speakers, in which the leading scholars and practitioners in the field of mentoring shared their answers to attendees questions about their work.

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.

STAY CONNECTED WITH US



Center for Mentoring Excellence | 3042 E. Sierra Vista Drive | Phoenix | AZ | 85016