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Your Mentoring Program: A Program Structure That May Also Work for Your Organization



We've done 6 waves of mentoring with [W.L. Gore & Associates's](#) Diversity Mentoring for Development program, including a pilot kickoff and annual mentoring cohorts (10-15 pairs/cohort). We have worked closely with the Company to customize the training and material for WL Gore's unique needs and culture. Each kickoff consists of two half-day trainings. On the first day, we work with mentors and mentees separately to prepare them to start their mentoring relationships strong.

At the end of the first day, the mentoring pairs are revealed and each participant gets to know their mentoring partner over lunch. On the second day, each participant works with his/her mentoring partner, and together, they develop a roadmap for their first 90 days and beyond. After the kickoff, we conduct a series of [Touch Base Interviews \(TBI\)](#) with each participant, to ensure that the pairs are on track, provide just-in-time coaching and get feedback for the Core team. At the end of each mentoring year, we work with the team at WL Gore to provide a wrap-up for the year that celebrates the mentoring achievements and reflects on each pairs' learnings.

We interviewed Terrence Dickenson of the WL Gore Human Resources team for a short Q& A, and this is what he shared.

Q. What do you especially like about the program? And would you share a bit about the value WL Gore has gained?

A. *"Establishing a partnership with the Center for Mentoring Excellence was the best investment that we could have made relative to our Diversity Mentoring for Development (DMD) Program.*

"From the very beginning of the program's design phase, CME were the catalyst encouraging Gore to think broader and bolder about what we wanted to accomplish or achieve. As a result of this partnership, we moved from just establishing a program, to creating a "franchisable" model that can easily be duplicated across locations and regions."

"As a Global company, the DMD program has the potential to impact thousands of Gore Associates. As we look towards the future, I am proud to say that the DMD program is thriving, and I expect our partnership with CME to continue to evolve into new areas."

Q. What results have you seen?

A. *"The uniqueness of the DMD program is that it is designed to be reciprocal in nature. While the focus starts with mentors assisting mentees with development goals, often times the mentors themselves find they learn more about generational differences, diversity, and cultural awareness."*

"In addition, we have seen retention of associates, commitment changes, skill development, and cross functional relationships established."

The following comments validate the success the of the DMD program:

Mentor - *"this program made me a better leader and sponsor";*

Mentee - *"this program has made me more self aware and more confident as an associate".*

Growth, retention, "franchiseable" models that can be easily duplicated, success, diversity are each unto themselves exciting components for a company. Look again at how many of these terms and more are happening within Gore's environment!

Reflection: What elements are appealing in this structure? Is there anything inspiring from these that you could use or leverage better in your company's program?

Mentoring Action Tip 2: Navigating Mentor Relationships During the Summer

How to navigate mentoring relationships during the summer when kids are out, vacations come and go, people are in and out of the office at irregular times? How to navigate mentoring relationships during the summer when kids are out, vacations come and go, people are in and out of the office at irregular times?

One of the keys to forging ahead through the summer months while still maximizing your mentoring program is pretty easy, and often forgotten. It is as simple, and yet as overlooked, as communicating your schedules with your mentoring partner for either the month, or the whole summer.

Consider these tips as well:

- List additional action items & accountabilities to account for time off or longer span between meetings
- Set monthly milestones...a good way to embark on this is to start by setting your intentions for the summer
- Schedule a block of time for you to dedicate to your development this summer. This could be reading, taking an online course, etc.
- If sticking to your regular meeting time is not an option, agree with your mentoring part to shorter meetings, regular instant message connections, or email updates.

Don't let perfect be the enemy of the good. Use whatever form of communication you can to keep the mentoring relationship warm and intact all the way through the summer months.



Mentoring Is Essential for Millennials: More Evidence

WomensAgenda.com posted an article about Millennials recently that caught our attention.

Author Tarla Lambert notes: *"Young people need to know they will have several opportunities to develop professionally by staying with their current employer. They want to work for companies which have strong CSR frameworks and aren't solely driven by profits. They want to work for companies willing to foster and fund positive and progressive workplace cultures as well have ready access to flexible work-options."*

There's much more to this post. Highly recommended read.



Mutual Mentoring: An Intergenerational Approach



Sharing wisdom at work goes both ways. At least, it could with a dynamic intergenerational approach. Take a look at the post from Harvard Business Review, which shares 4 ways to help different generations connect and benefit for personal and professional development. Enjoy!

Events & Speaking Engagements



125th Annual ASEE - American Society for Engineering Education Conference & Expo

June 24 - 27 in Salt Lake City, UT

Lisa Fain gives a Distinguished Lecture on [Cultural Competency in Mentoring: Strategies for Connecting Across Difference](#) on the 27th. Often, organizations employ mentoring programs to effect inclusion, or to help promote diversity within the organization. Rarely, however, do participants in these mentoring initiatives understand how much difference in culture, background and perspective can impact the mentoring relationship or how to leverage those differences to maximize the effectiveness of mentoring.



11th Annual UNM Mentoring Institute Mentoring Conference

October 22 - 26, Albuquerque, NM

Lisa will be speaking during the [Plenary Session](#) alongside esteemed colleagues in the industry on Cultural Competency: Unleashing Innovation and Entrepreneurship Through Mentoring.

"Cultural competency is the ability to understand and bridge differences and is a crucial factor in a successful mentoring relationship. Without cultural competency, mentoring partners cannot reach the depth of understanding that is required to unleash this benefit. This presentation will introduce a model for cultural competency, and provide concrete examples, tips and tools to develop, hone and apply this important skill."

[Review](#) the sessions and join Lisa in Albuquerque in October. This is a great time to take in new information not only for the remainder of the year, but also for 2019 as well.

For the Mentees Who Want to Get Better at Leading Meetings



Meetings can be a pain point for leaders as well as attendees. This article from the [Harvard Business Review](#) instigates solutions for 5 common complaints. Add this one to your summer reading list and thrive!

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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