

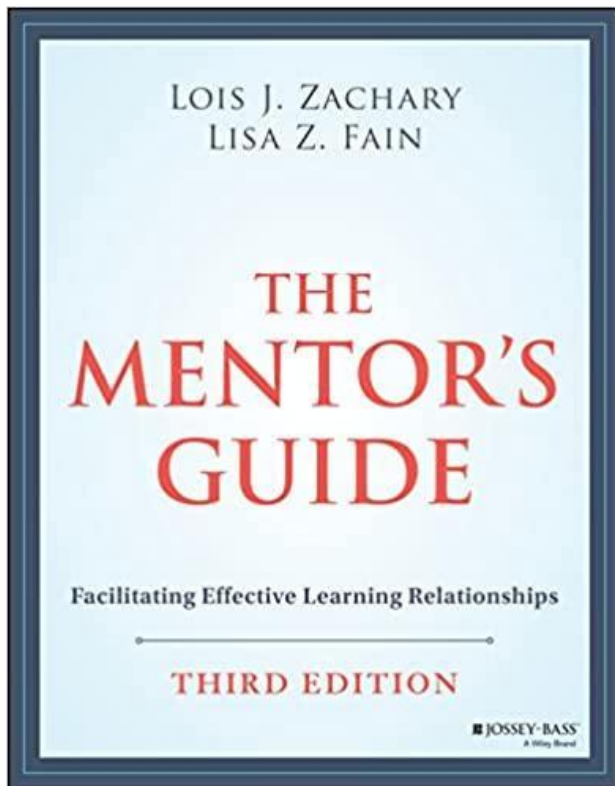
Press Kit

Lois J. Zachary & Lisa Z. Fain

The Mentor's Guide: Facilitating Effective Learning Relationships, 3rd Edition

The updated edition of the indispensable and comprehensive guide to helping mentors facilitate meaningful and effective learning relationships

Mentoring promotes growth and development, accelerates learning, fast-tracks leadership, improves retention, elevates morale, strengthens recruitment, and promotes diversity. In the latest edition of *The Mentor's Guide*, Lois J. Zachary teams up with daughter Lisa Z. Fain to explore the critical process of mentoring in the educational, nonprofit, corporate, and government sectors. This essential resource will benefit managers, teachers, and leaders in any setting by providing practical tools for facilitating their mentoring experience from beginning to end.





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Thank you for your interest in interviewing mother-daughter power authors Lois J. Zachary and Lisa Z. Fain. Our team has created several resources for you, including:

- Book Description
- Book Links
- Authors' Bios
- Website/Social Media Links
- Interview Resources
- Image Gallery
- Links to Interviews/Talks/Articles
- Endorsements

BOOK DESCRIPTION

Attracting, hiring, training, and retaining workers is especially complicated at this unique moment. The Great Resignation, a glut of unfilled posts at all levels in myriad sectors, workers' demands for better pay and conditions, and an increasingly diverse workforce are daunting challenges to navigate for any employer. By investing in the growth and development of their employees, organizations can overcome these challenges. In particular, mentoring both incoming workers and those in place is an excellent and proven means for creating meaningful relationships, fueling professional growth, and increasing engagement—all of which younger workers and budding leaders of all ages desire.

The Mentor's Guide: Facilitating Effective Learning Relationships, 3rd Edition, is a comprehensive resource to help businesses and organizations fulfill those needs by using mentoring to promote growth and development, accelerate learning, fast-track leadership, improve retention, elevate morale, strengthen recruitment, and promote diversity. Authored by two of the top minds in leadership—Lois J. Zachary and Lisa Z. Fain—this rich, practical, and actionable guide is designed for leaders, managers, and educators in educational, nonprofit, corporate, and government sectors.

This indispensable tool shows both mentors and mentees how to navigate their learning and mentoring journeys from beginning to end by exploring the process of mentoring and providing practical tools for facilitating the mentoring experience. The updated third edition offers new and expanded coverage of vital topics: coaching; inclusion and diversity; mentoring online;

ethical mentoring; and supporting self-growth as a mentor. The authors walk the reader through the four phases of mentoring—preparing, negotiating, enabling growth, and coming to closure—with new content on:

- Diversity, inclusion, and equity (DEI), as well as tools to enhance virtual mentoring relationships
- The ethics of mentoring, including how to handle common ethical pitfalls and mistakes
- Hands-on worksheets and exercises to facilitate the mentoring and learning process

This edition also provides new references, exercises, and technologies that reflect the very latest developments in the mentoring world. The third edition of the bestselling guide belongs on the bookshelves of mentors anywhere and everywhere.

BOOK LINKS

On [Wiley](#)

On [Amazon](#)

AUTHOR BIOS



Lois J. Zachary is an internationally recognized expert on mentoring and leadership. She has been featured in the *New York Times*, *Forbes*, the *Wall Street Journal*, *Financial Times, Inc.*, *TD Magazine*, *Leadership Excellence*, and *The Chronicle of Higher Education*, among other prominent business and leadership media outlets.

The [first edition](#) of *The Mentor's Guide*, published in 2000, quickly became the primary resource for organizations interested in promoting mentoring for leadership development and the go-to resource for mentors seeking to deepen their mentoring practice. A [second edition](#) of *The Mentor's Guide* was published in 2011.

With her other best-selling books—*Creating A Mentoring Culture* (2005), [The Mentee's Guide](#) (2009), [Starting Strong: A Mentoring Fable](#) (2014, co-authored with Lory Fischler), [Bridging Differences for Better Mentoring](#) (2020, co-authored with Lisa Z. Fain), five Mentoring Excellence Pocket Toolkits, and over 100 published articles, Lois has created a deep and comprehensive set of tools for promoting mentoring excellence for individuals and organizations. In addition to her mentoring books, she has published a collection of poetry and reflection entitled [My Mother Has the Finest Eyes, A Collection of Poetry and Reflection](#) (2013).

Dr. Zachary founded Leadership Development Services, LLC, and its Center for Mentoring Excellence™. Her innovative mentoring approaches and expertise in coaching leaders and their

organizations in designing, implementing, and evaluating learner-centered mentoring programs have been adopted globally by a wide array of clients, including Fortune 500 companies, government organizations, educational, and other profit and nonprofit institutions.

She received her doctorate in adult and continuing education from Columbia University, a Master of Arts degree from Columbia University, and a Master of Science degree in education from Southern Illinois University. She is a board member of Charter 100, which recognizes outstanding women of achievement. Dr. Zachary has held leadership positions on community and national boards, including the Mentor National Team of the Chicago Public Schools and the Advisory Council of Arizona State's University School of Global Management and Leadership. She is secretary of Women Investing in Science and Health (WISH), an organization that works to promote women's wellness and family health through education and philanthropic support. She is an avid reader and loves and appreciates ballet and music.

Lisa Z. Fain is the Center for Mentoring Excellence™ CEO, a global speaker, and an expert in the intersection of cultural competency and mentoring. Her passion for diversity and inclusion work fuels her strong conviction that leveraging differences creates a better workplace and drives better business results.



Lisa brings her energy, enthusiasm, and engagement to any group, facilitating lively workshops and training, and delivering interactive speeches with practical steps that can be implemented right away. She is an Executive Coach who guides leaders to create better workplaces, and is known for her frank, kind, and holistic approach to helping leaders help themselves. As Senior Director of the Diversity and Inclusion function at Outerwall, Inc., Lisa spearheaded the development, establishment, and implementation of its diversity initiative. Prior to assuming that position, she worked as Outerwall's in-house counsel, coaching leaders and partnering with their human resources department to establish fair and effective policies and practices to sustain the organization as it grew in size, revenue, and renown.

For almost a decade, Lisa practiced law in the Chicago office of a major multinational law firm, where she counseled employers on creating inclusive policies and practices. While in that role, she served as a Master Trainer who directed thousands of employees at companies large and small on creating better workplaces.

Lisa is a certified mediator, graduated with a Bachelor of Science in Social Policy from Northwestern University, and holds a J.D. from Northwestern University School of Law. Lisa lives in Seattle, where she loves to hike and explore the Pacific Northwest with her husband and two daughters. Lisa's writing credits include [Bridging Difference for Better Mentoring: Lean Forward, Learn, Leverage](#) (with co-author Lois J. Zachary).

WEBSITE/SOCIAL MEDIA LINKS

Lois J. Zachary

Amazon author [page](#)

Center for Mentoring Excellence™ [page](#)

On [LinkedIn](#)

Lisa Z. Fain

Amazon author [page](#)

Center for Mentoring Excellence™ [page](#)

On [LinkedIn](#)

On [Twitter](#)

INTERVIEW RESOURCES/TALKING POINTS

1. We're in the midst of the Great Resignation—employers in most industries are struggling to hire employees at nearly every level; studies show that having a solid mentorship program in place increases employee retention.
2. Increasingly, job candidates are seeking to join firms that have a diverse workforce; many employers have recently created diversity, equity, and inclusion (DEI) programs; mentoring programs increase minority retention rates by 9% to 24%.
3. More than 60% of college graduates list having a mentoring program as a criterion for selecting a potential employer.
4. Mentoring is more effective at increasing minority representation at the management level than diversity training, grievance initiatives, and job testing.
5. Having a mentor helps employees feel appreciated, decreases burnout, and helps to solve common workplace issues.
6. Retention rates at businesses are higher for both mentors and mentees than for employees not involved in a mentoring program
7. Employees who feel included and perceive that their organization supports DEI are 80% more likely to believe that they work in a high-performance organization.
8. More than half of businesses report that mentoring has a positive effect on their bottom lines.
9. Sixty-seven percent of businesses report their productivity increased due to mentoring.
10. Four out of ten employees who are not mentored report they considered quitting their jobs in

the past 3 months.

11. Managerial productivity increases by 88% with mentoring, versus 24% with training alone.

12. Seventy-one percent of Fortune 500 companies and 76% of Fortune 25 companies have mentoring programs in place.

IMAGE GALLERY

Link [here](#) for headshots, book cover image

LINKS TO PAST INTERVIEWS

Thinking Inside the Box [podcast](#)

We Mentor Mondays [podcast](#)

Huffpost [interview](#)

I Interviewed 62 Women in One Year of COVID [podcast](#)

At Brain Matters 2015 - [interview](#)

321 iRelaunch [podcast](#)

Libby's Leadership Lab [podcast](#)

In ATD - [interview](#)

At Changing Hands bookstore - [interview](#)

Breakfast Leadership Show [podcast](#)

ENDORSEMENTS OF *THE MENTOR'S GUIDE*

"Securing a new generation of diverse leaders and the need for sustainable change is no easy task. As I renew my commitment to mentoring, I want to continue to develop and this new updated The Mentor's Guide is the tool I want by my side. It is jam packed with everything I need to be successful and more - new exercises, concrete examples and a roadmap for building an effective relationship. Lois Zachary and Lisa Fain, mother and daughter, add new perspectives to this already powerful book."

—Pernille Lopez, Former Global HR Manager, IKEA; Author of *Design Your Life*

"A mentor is a wise, trusted advisor. The Mentor's Guide provides poignant insights and pragmatic instruction for conveying wise advice that fosters insight and facilitates growth. A must read for anyone who cares about the power and potential of talent."

—Chip R. Bell, author of *Managers as Mentors*

"The Mentor's Guide remains the 'go-to' book for practitioners seeking to make their practice of mentorship as helpful and accessible as possible. Practically written and grounded in a solid understanding of how adults learn, this is an invaluable resource."

—Stephen D. Brookfield, Distinguished Scholar, Antioch University

"This third edition of Zachary and Fain's classic guide to mentoring is a welcome relief because my

second edition is tattered and worn from constant use! Any serious practitioner of mentoring needs a copy of this masterwork within arm's reach."

—W. Brad Johnson, PhD, Professor of Psychology, United States Naval Academy & Faculty Associate, Johns Hopkins University

"I was impressed with the myriad of resources that the authors introduced in this book. It really can be used by any adult learner who wants to keep abreast of the latest learning principles whether or not they commit to a mentoring relationship. In fact, this is a great guide for anyone entering the learning field or needing a brush-up before starting a new assignment. Bravo to the authors – they know their stuff!"

—Dr. Bev Kaye, Co-author, *Up is Not the Only Way, Help Them Grow or Watch Them Go*, and *Love 'Em or Lose 'Em*

"This thoughtful, well-researched guide is a must read for all mentors, regardless of level of experience or professional field! Zachary and Fain offer critical insights that allow mentors to move beyond good intentions, offering evidence-based tools and strategies to cultivate connection and meet the needs of our increasingly diverse, multigenerational workplaces."

—Kimberly A. Griffin, PhD, University of Maryland College of Education