

Mentoring

Be one, have one, and
Bring a mentoring program to your organization

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WHAT IS MENTORING

Mentoring is a ONE-TO-ONE RELATIONSHIP between an experienced professional who shares knowledge, skills, and experience with a less experienced professional to assist in their career progression.

Origin of Mentor

- Mentor was a trusted friend and counselor of Odysseus
- When Odysseus left for the Trojan War he placed Mentor in charge of his son Telemachus



Famous mentees

- **OPRAH WINFREY** mentored by Mrs. Duncan (4th grade teacher)
- **GEN. COLIN POWELL** mentored by his father Luther Powell
- **DR. MARTIN LUTHER KING** mentored by Dr. Benjamin E. Mays
- **LUKE SKYWALKER** mentored by Obi-Wan Ben Kenobi (*Star Wars*)

Young Adults Who Were At-Risk for Falling Off Track But Had a Mentor Are:

55% more likely to enroll in college

78% more likely to volunteer regularly

90% are interested in becoming a mentor

130% more likely to hold leadership positions.

TEDx **CCS**

x = independently organized TED event

Paired Share

5 Great Questions:

- 1. What do you really want to be?
What do you wish you could be
great at doing?**



2. What are you doing really well that is helping you get there?



3. What are you not doing well that is preventing you from getting there?



4. What will you do different tomorrow to meet those challenges?



**5. Where do you need the most help?
How could a mentor help?**



VAN Central Ohio 2016 Mentor and Buddy program

VAN Central Ohio launched a 2016 Mentor and Buddy program aimed to help VAN members overcome obstacles we face managing volunteers.

VAN Member Survey

- The survey asks questions based on your professional expertise and interest.
- Results help pair members with a mentor or buddy

<http://goo.gl/forms/hUAiwSshJW>

Creating the Relationship



MENTEE

- Embark on the exercise only when you can make the commitment to prepare, attend meetings, and take action after meetings.
- A mentee needs to be capable of clear self-assessment and to look honestly at the strengths and weaknesses as these form part of the discussion with the mentor.

MENTOR

- Mentors commit to a mentee for a set period and invest time in getting to know the mentee, their capabilities, interests and ambitions.
- The mentor will be knowledgeable in their field and pass on wisdom gained through their own business experiences.

MENTOR

The mentor explores with the mentee their current career situation, what they wish to achieve and how they go about doing this.

Mentors, however, do not prescribe solutions or career routes.



HOW THE MENTOR HELPS

HOW THE MENTOR HELPS



CAREER
INTRODUCTIONS



CORPORATE
UNDERSTANDING



PROBLEM
SOLVING



OVERCOME
HURDLES



EXPLORE
WORK METHODS



CAREER
PLANNING

Today's types of Mentoring

- **Traditional Mentoring- 1 to 1, face to face**
- **Distance Mentoring**
- **Situational Mentoring**
- **Mentoring Circles- limited number of mentors**
- **Team Mentoring**
- **Reverse Mentoring**
- **Guide/Buddy- Orients and supports new professionals**

PLANNING AND INSIGHT

- Mentoring is about long range career planning or strategic business challenges.
- The mentor provides support and advice that enables the mentee to forge ahead with their ambition.
- In the mentoring relationship, the mentee actively manages the two-way process of exploration and discussion, making the most of the highly experienced professional at their disposal.

Coaching vs. Mentoring

Coaching

- Direct Supervisor
- Position Oriented
- Short Term
- Quick, Measurable Results
- Performance Based
- Behaviors/Skills
- “How To” Advice

Mentoring

- Non Supervisor
- Career Oriented
- Long Term
- Broad Goals and Objectives
- Development Based
- Growth/Brand
- Guidance and Questions

MENTORING PARTNERS AGREE

- Duration of the mentoring period
- Contact plan- e.g. Regular meetings, phone, email contact
- Frequency of contact
- Length and location of meetings
- Content of meetings
- Expectations of one another

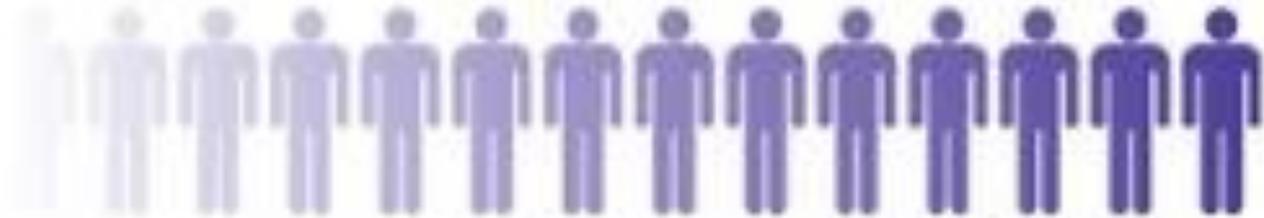
Mentoring Checklists



Hay (1995)

- Why have I become a mentor/mentee?
- What do I offer/ what do I want?
- What significant issues might arise?
- What do I feel strongly about?
- Which are the areas where I prefer my mentor/mentee to 'match' me; over which I am neutral; which I would like us to be different?
- What about issues of trust and respect?
- What are my own psychological/ personal/ thinking/ working styles?
- How do they affect the way I interact with others?
- What mentoring skills do I want my mentor to have?
- How much time will we have?
- Where will we meet?
- What mutual contacts are we likely to have? How might that affect the mentoring?
- What is my attitude towards self development?
- Who has been mentor to me. What did I gain?
- Who else is involved in this process (eg senior management, Human Resource Division, mentee's manager)?

Goal Setting





At the end of the process

- Mentee should feel strengthened
- See things with greater clarity
- Have a defined career path
- Able to continue independently



The Merlin Principal

Merlin the Magician counseled King Arthur because he knew what was going to happen next since was living his life backward.

**Like Merlin, you too can
“REMEMBER THE FUTURE!”**



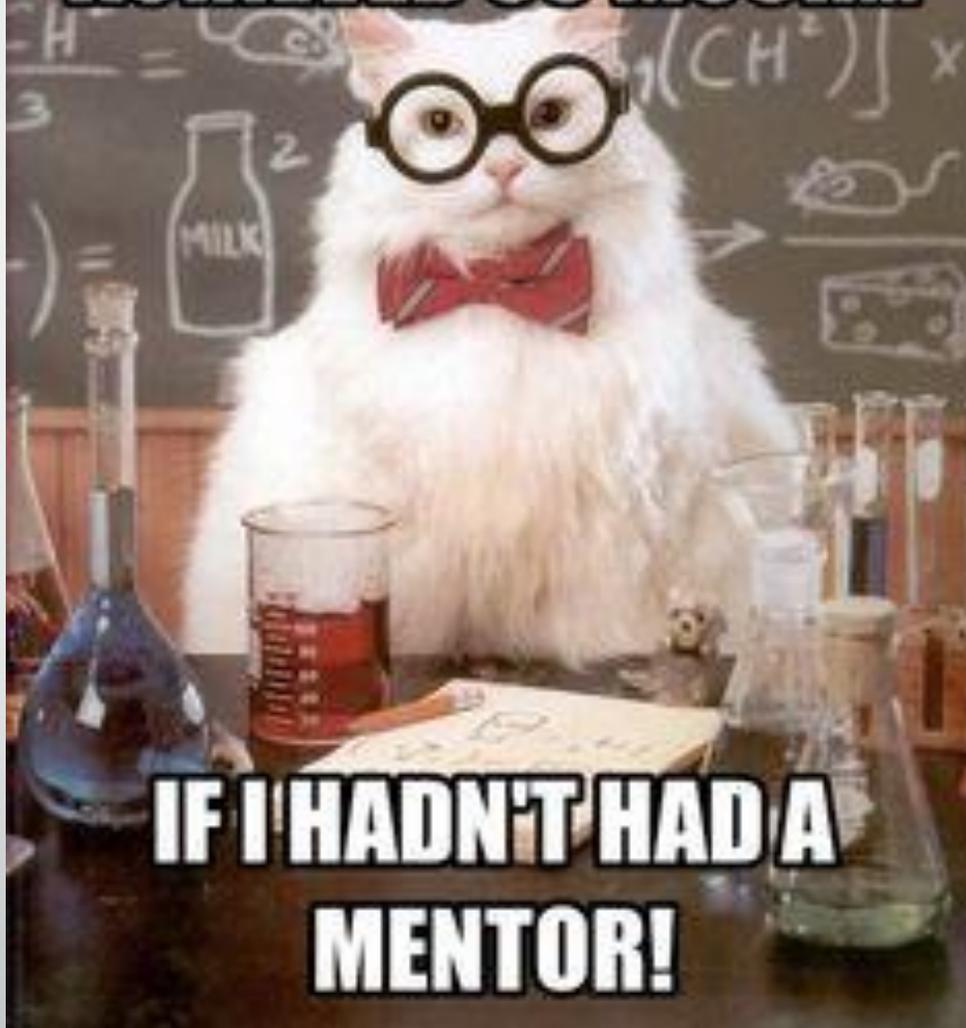
Merlin Exercise: Invention, Ignition, and Implementation.

- Invent a big end goal out into the future. Say 5 years from now.
- Describe how life looks with that goal successfully accomplished.
- Moving backward, describe each step that occurred to produce the desired goal. Describe 4 years out, 3 years, etc.
- Look for roadblocks for each of these steps and ways to overcome them.
- In the end you have a roadmap of toward your invented future.

Exceptional leaders cultivate the
Merlin-like habit
of acting in the present moment
as ambassadors
of a radically different future,
in order to imbue their
organizations with a
breakthrough vision
of what is possible to achieve.



**I WOULD NEVER HAVE
ACHIEVED SO MUCH...**



**IF I HADN'T HAD A
MENTOR!**