



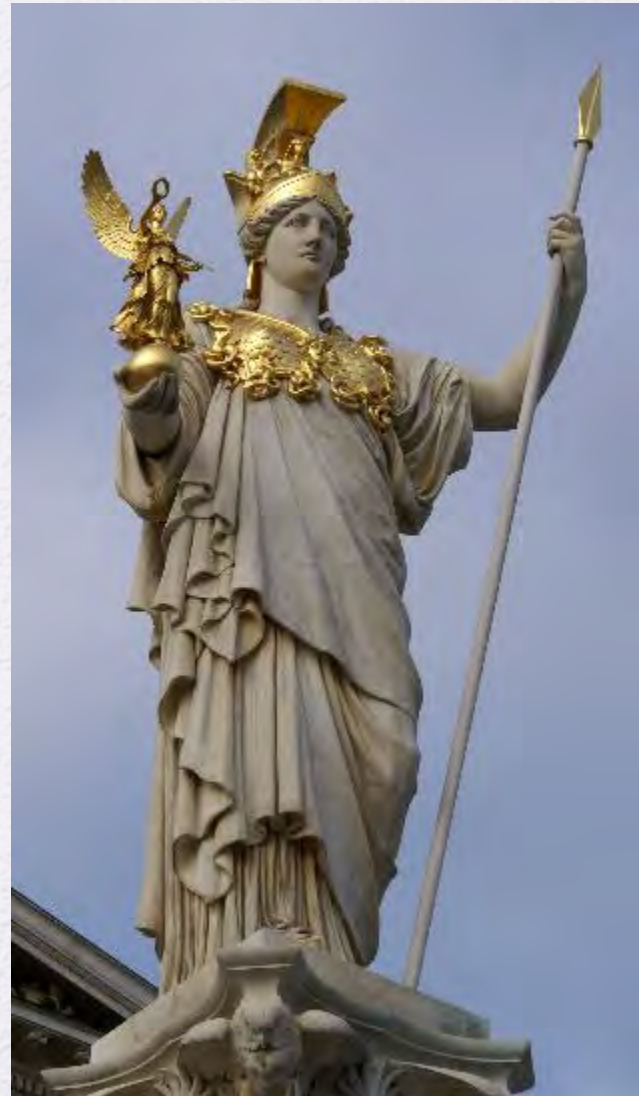
The Gift of Mentoring

National AAWCC Conference
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Kristina Holton

Defining Mentoring

Origin of the word

“Mentor”



Defining Mentoring

Dimensions of Mentoring/Coaching

Role	Relationship	Focus	Narrative
Organizational sponsor	Hierarchical/parental Invested in and supporting long-term career direction	3-10 years Creating succession in an organization	'I will take a long-term interest in supporting, promoting and tracking your career'
Mentor	Wise counsel/senior yet collegiate Knowledge and experience gained over a number of years in specific professional area	Months to years Sharing knowledge and experience to support an individual or group and to plan for and meet particular outcomes	'I will use my wisdom and long term experience in a specific area to help you minimize mistakes in delivering in similar circumstances'
External coach	Facilitator of self-insight career development	3-12 months Using a range of tools to resource an individual or group to achieve client generated outcomes	'I will use my specialist skills to support you to gain clarity and confidence to maximize your contribution'
Leader who coaches	Hierarchical with personal interest in outcomes	Ongoing management Uses coaching style to leadership to support individuals and groups to deliver overall outcomes that the leader is responsible for delivering	'I will engage you in determining how you deliver against required organizational objectives and empower you to take right action'

Defining Mentoring



Defining Mentoring

Mentoring is person-centered

- ❑ The mentee generates their goals.
- ❑ The mentor has a genuine desire to help people.
- ❑ The learning is transformational.



Defining Mentoring

Essence of Mentoring:

- Dialogue
- Intention
- Reflection

Why might you want a mentor?

Access to knowledge and experience

- Mentors often have more experience in your profession

Guidance and encouragement to elevate your professional capabilities

- Advice and suggestions on how to achieve more

A different perspective

Why might you want a mentor?

Inspiration and Motivation

- It's great to have people in your corner

Test ideas in a safe environment

- Getting advice from someone you trust

Connections

- Networking is all about who you know

Choosing a Mentor

Questions to consider:

- Do I look up to this person?
- Am I able to work well with this person?
- Is this person engaged within the organization/profession?
- Can this person guide me toward my professional goals?
- Is this person satisfied in his or her career?

Identifying a Mentor

Key elements to assess possible mentors:

- Person focused
- Active listener
- Knowledge of the organization
- Emotionally intelligent
- Provides feedback

Identifying a Mentor

**DOES
GENDER
MATTER?**



Agreements

- How much time and guidance you want and are prepared to offer
- When and how to meet
- Have ongoing discussions about time commitments for both mentor and mentee – too much/not enough
- Agree there will be challenges
- Participate in informal activities together
- Make connections with others to provide additional support and advice

What happens if it doesn't work out?

It's not you, its me...

There's someone better for you out there.

- The brush off
- The hand off

Let's just be friends!



Panel

- Dawn DeWolf and Siv Serene Barnum
- Kerry Levett and Kristina Holton

The Power of Mentorship

Many of the most successful people credit a mentor as the root of their achievements. Whether the mentor is in your field or not, she/he takes you under her/his wing and becomes an invaluable resource and guide throughout your career. Sometimes this relationship happens organically; other times you will have to seek someone out. When choosing a mentor, look for someone who has the time to teach you, who is understanding of the pressures you face outside of work, and who raises the bar for you while inspiring you to make your own choices.