

Engaging and Navigating Successful Mentoring Relationships

Mentoring Is:

- A developmental partnership between a Mentee and a Mentor – providing both with opportunities to share talents, skills, experiences and expertise.
- Focused on the growth and development objectives of the Mentee.
- A valuable – but optional – feature of a comprehensive approach to personal and professional development.
- An investment of time, energy and resources from both the Mentee and the Mentor.

Mentoring Is NOT...

- **Random** – it is planned and structured. Forging an effective mentoring relationship involves one-on-one meetings (in-person or virtual), follow-up and on-going evaluation of progress toward meeting learning objectives.
- **A one way street**- The mentee is not an empty vessel receiving the mentor's advice and wisdom but, rather, an active participant, shaping the relationship. Mentor and mentee both come to the table with valuable information to share.
- **Therapy**-While a great mentor will help, advise their mentee through tough professional (and potentially personal) issues, it's important not to treat mentoring like therapy.
- **For everyone** - the time invested in effective mentoring experiences is substantial and the readiness to commit to that investment is driven by a variety of factors including development needs and current responsibilities.

Types of Mentoring

Traditional

- One-on-one pairing of a senior leader (mentor) with a junior protégé (mentee)
- Occurs face-to-face
- One way street led by the mentor

Modern

- Self-directed by the mentee
- Two-way street: both mentor and mentee share skills, experiences, talents...
- Occurs in-person or virtually
- Mentee can learn from multiple mentors

Modern Mentoring

- Formal** -Structured process of mentoring that is time-limited. Mentor and mentee are intentionally matched
- Informal** -Spontaneous process that occurs serendipitously over a flexible time period. Mentor and mentee are drawn to each other based on mutual interests.
- Peer Mentoring** -Occurs between two peers with close knowledge, experience, and expertise.
- E-mentoring** -Mentor and mentee communicate through an online forum, e.g., email, Skype, text messaging, websites, online chat rooms

Benefits of an Effective Mentoring Relationship



“Helps and supports people to manage their own learning in order to maximize their potential, develop their skills, improve their performance and become the person they want to be” Parsloe, 1992

Benefits of an Effective Mentoring Relationship

Grows mentees' professional network

Helps mentees overcome obstacles in their careers

Helps mentees identify developmental objectives

Helps mentees develop and refine their leadership philosophy

Resources/For Further Reading:

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