

Benefits and Pitfalls of Mentoring

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What is Mentoring

- **The power-free facilitation of learning**
- **A learning partnership**
- **Teaching through collaboration and consultation**
- **A growth relationship**

Coach/Sponsor/Mentor

- **Coaching**
- **Sponsoring**
- **Mentoring**

Formal vs. Informal Mentoring

- **Formal: learning plan, specific benchmarks, timeline, clear goals.**
- **Informal: less structure, goals may be unstated, periodic.**

Benefits of Mentoring

- **Expand the skill set of existing employees for little cost**
- **Improving your weak spots**
- **Growth of the organization**
- **Support of continued learning**
- **Improve corporate sharing of values**
- **Enhance productivity**
- **Enhance teamwork**

Mentor Roles & Responsibilities

- **Commitment to mentoring and an interest in developing other people**
- **Have a wide range of current skills to share**
- **Have an awareness of resources available within and outside the organization**
- **Be willing to share personal experiences relevant to the needs of the participant**
- **Understand the organization's goals, policies, functions, communication channels, training programs**
- **Have a credible, trusting reputation**

Mentee Role & Responsibilities

- **To take responsibility for your own learning**
- **To define needs clearly**
- **To be open to mentor and listen without defensiveness**
- **To share skills and experience**
- **To show respect and consideration**
- **To display commitment**

Being a Mentee

- **Develop relationships**
- **Improve self-development**
- **Enhance self-esteem**
- **Discover answers for yourself**
- **Learn to network**
- **Increase confidence**
- **Increase knowledge and skills**
- **Set personal goals**
- **Take responsibility**

Choosing a Mentor

- **Experience in some area of knowledge and willing to share**
- **Time to share experiences, listen, and encourage the mentee**
- **Excited about learning and continuing their own development**
- **Knowledge in the same industry**
- **Involved in a personal or business manner, but not immediate supervisor**

Starting a Mentoring Program

- **Create a climate for learning; complete a mentoring agreement**
- **Align organizational goals with mentoring goals; create a development plan**
- **Some practical advice**

Mentoring Agreement

- **Frequency of meetings**
- **Role of mentor**
- **Role of mentee**
- **Duration of arrangement**
- **Confidentiality**

Development Plan

- **Objectives**
- **Action items**
- **Timeline**
