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Mentoring...I don't have time!



Grant Thornton

An instinct for growth™

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Today's agenda

- What is mentoring?
- Definitions
- Why?
- Myths
- Effective habits
- Benefits



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What is mentoring?



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What is mentoring?

- Process of developing a professional relationship with a more senior person to:
 - gain knowledge and address professional concerns to help you...
 - enhance your learning, job satisfaction and opportunity for advancement

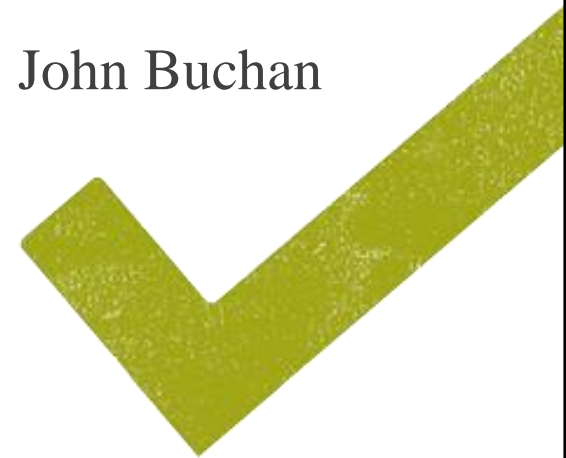
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Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

Jack Welch

“The task of leadership is not to put greatness into people, but to elicit it, for the greatness is already there already.”

John Buchan



Mentoring vs coaching

	Coaching	Mentoring
Focus	Immediate problems and learning opportunities	Long-term personal career development
Roles	Telling	Listening
Participation	Mandatory	Voluntary
Relationship	Line of reporting	Outside of the chain of command

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Definitions

- **Mentor** – relationship between two people for purposes of developing themselves or their careers
- **Coach** – one who provides instruction or guidance, often with a particular goal or focus
- **Sponsor** – a colleague, usually someone at a more senior level or with strong influence, who assists a protégé in gaining visibility for particular assignments, promotions or positions

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Why do you need a mentor?

- Barriers to advancement still exist
- Lack of visible female role models (in certain industries)
- Challenges of work/life integration
- Insight into developing a career plan
- Sounding board and honest feedback
- Makes introductions within your company and externally to help your growth

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Identifying a mentor

- What do you bring to the table?
 - self-assessment of your skills/talents and areas of development
- What is your passion? What are your critical job satisfiers?
- What do you need to learn?
- What are you willing to contribute to the mentoring relationship?

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Identifying a mentor, cont.

- Think strategically of who could help you to:
 - overcome barriers
 - make introductions
- Think about what key characteristics/strengths/behaviors are most important to you
 - do a personal gap analysis to identify learning opportunities

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Your responsibilities as "mentee"

- Carefully choose your mentor
- Be willing to openly share your thoughts, weaknesses, frustrations and goals
 - what you get out of the relationship depends upon what you put into it
- Understand your learning style and impact to mentoring options (e.g., peer mentoring, group mentoring, one-on-one mentoring, or formal/informal mentoring)

Remember you are building a relationship!

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Your responsibilities as "mentor"

- Understand yourself and individual you are mentoring
- Set goals // be willing to say no
 - know your limitations
- Good listener
- Be flexible and authentic
- Be prepared
- Build trust

Remember you are building a relationship!

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Common challenges

- Finding time to meet
- Building rapport
- Creating an environment of trust
- Dealing with sensitive topics

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Myths

- Mentoring only happens on a long-term, face-to-face basis
- Mentors need to be older and more experienced.
- Only the person being mentored benefits.
- Taking the time to mentor decreases productivity.
- The public service is too busy reorganizing to have time for mentorship.

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Effective habits

- Alignment
- Accountability
- Communication
- Value and visibility
- Demand
- Multiple mentoring opportunities
- Education and training
- Safety nets

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Final thoughts...



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