



MAY 2009

UWE Mentoring project

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# AGENDA

1. Intro
2. What is mentoring
3. Different forms of mentoring
4. Benefits
5. Mentoring attitudes and skills
6. Objectives and results
7. Mentoring Programmes and the creation of pairs
8. Do's and Don'ts

# Intro

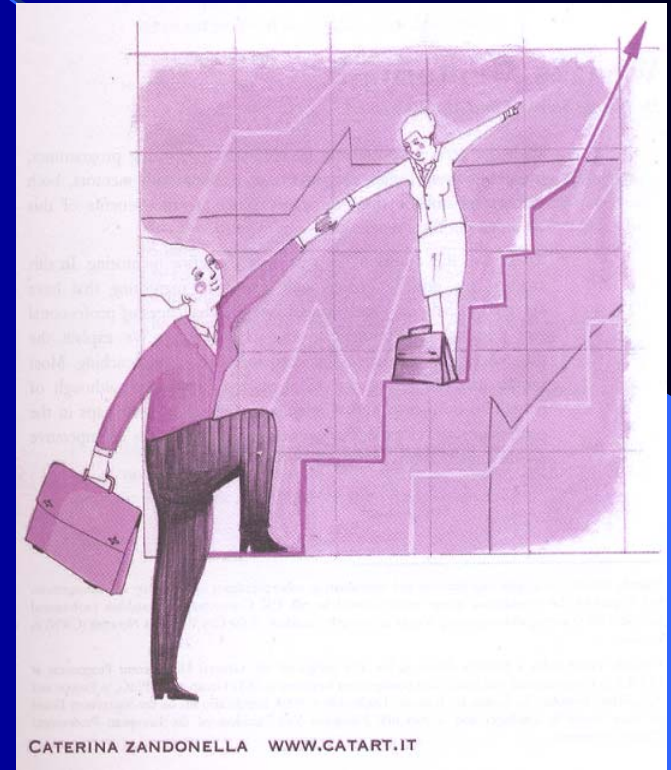
- Who can better make us understand the challenges of rising to the top than a CEO?
- Ever heard of the "old boy's network"? That's mentoring.
- Direct transmission of experience and knowledge by those who have been through → sharing unique stories
- Nobody ever made it alone!

# INTRO

- What makes the difference between a career that thrives and one that stalls? For many in the business world, it's a mentor.
- Who will more wisely advise a young manager about to have her first child than a mother of three who runs her own company?
- While one should never blindly follow in the footsteps of others, the lessons learned from others' experiences (and missteps) can prove invaluable.

# What is mentoring?

- Free at the point of delivery; voluntary, not-for profit relationship
- Share knowledge and experiences
- Learning in a purposeful way
- Dual Learning



# Different forms of mentoring

- Traditional (wise elder mentoring; protégée)
- Reverse (younger worker → future technology)
- Peer (knowledge exchange)
- Buddy (to avoid the female brain drain)
- Corporate (development & retention)
- Community (share a common interest; IFUW)
- E-mentoring (chat rooms; think tanks)

# Benefits

- Strengthening support relationships (old boys network)
- Expanding career horizons
- Bridging career breaks
- Visibility
- Role models

# Useful tool for not-for-profit organisation

- Better use of talentpool
- At few or no \$\$\$
- Attracting members
- Involvement of members
- Higher retention rate
- Unique selling point
- More ♀♀ in decision making positions

# Conditions for successful mentoring

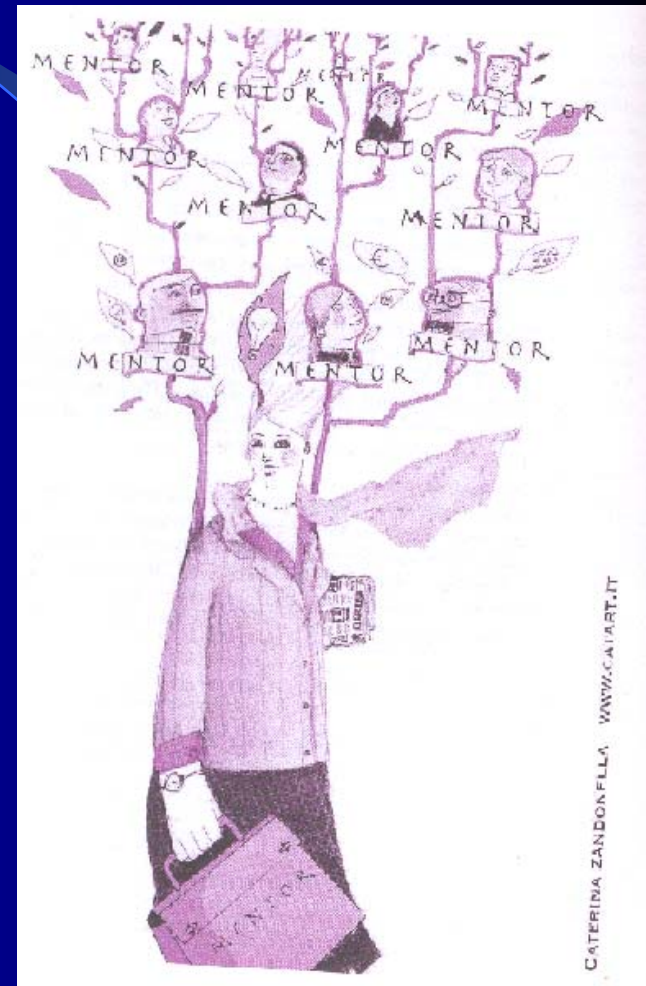
- Complete confidentiality
- Absence of a judgemental attitude
- Open-mindedness
- Courage
- Respect
- Understanding

# Mentoring Attitudes and skills

- Listening with an open mind
- Being receptive to what the other has to offer
- Observing without judging
- Being frank with each other without being offensive
- Punctuality and respecting each other's time
- Following up on commitments
- Encouraging each other and being supportive
- Letting the mentee find her own solutions
- Expressing gratitude

# Objectives

- To enable exchanges between ♀♀ with different levels
- To foster high professional standards in business
- To let ♀♀ enhance each other's personal and professional development
- To actively promote networking



# How to create pairs?

- ❖ Informal meeting
- ❖ Natural selection
- ❖ Speed dating
- ❖ Match making
- ❖ Online matching

# Why be a mentor?

1. Building a new and diverse network of relationships
2. Strengthening succession planning
3. Improving the spirit and environment of a company
4. Increasing personal growth as a leader and teacher
5. Leveraging a mentee as a sounding board

# Why be a mentor?

6. Helping others find their voice as leader
7. Retaining executives through dedicated mentoring programs that demonstrates the organisation's commitment to its people
8. Preserving stories and lessons learned for the next generation
9. Leaving a legacy

# Do's for mentors

- Be yourself!
- Be clear about your motives
- Make a personal investment
- Challenge your mentee to grow
- You're not alone
- Clarify and reclarify expectations
- Use open ???
- Don't have all the answers

## Do's for Mentees

1. Be yourself!
2. Be willing to make a commitment
3. Decide what type of mentoring is best for you
4. Choose someone you enjoy
5. Evaluate yourself as a prospective mentee
6. Identify your development needs
8. Solicit feedback
9. Appreciate and acknowledge your mentors' contribution

# Don'ts

- ❑ Violating confidentiality of either part
- ❑ Lacking trust between mentor and mentee
- ❑ Not understanding that mentoring is a two-way street
- ❑ Not 'actively' listening, from both parties

# Don'ts

- ❑ Lack of expectations
- ❑ Not committing to the programme
- ❑ Exerting opinions, influence or obligations
- ❑ Failing to recognise the end an unsuccessful relationship



Thank you for your attention!