

Building a Mentoring Network

Or

Variations on the Pygmalion Effect



Mentoring Relationships in TV & Movies

Mentee

- Tim Taylor
- Barney Fife
- Donna Kozlowski-Pant
- Cory Matthews
- Sherman
- Antwone Fisher
- Eliza Doolittle

Mentor

- Wilson Wilson Jr.
- Sheriff Andy Taylor
- Judge Amy Gray
- Mr. Feeny
- Mr. Peabody
- Cmdr. Jerome Davenport
- Prof. Henry Higgins

What is a Mentor?

- The origin of the term mentor comes from Greek mythology. Athena disguised as Mentor became teacher and protector of Telemachus, Odysseus's son.
- Mentor literally means “a man who thinks” and mentrix means “a woman who thinks”
- The traditional mentor is a person that has acquired experience, judgment and skill and shows interest in the development of a person with less of these attributes.

What is Mentoring?

- Medium to long term teaching relationships
- Usually a one-on-one relationship
- May be for a specific reason or general development
- Some employers assign mentors to new hires

The Value Proposition of Mentoring

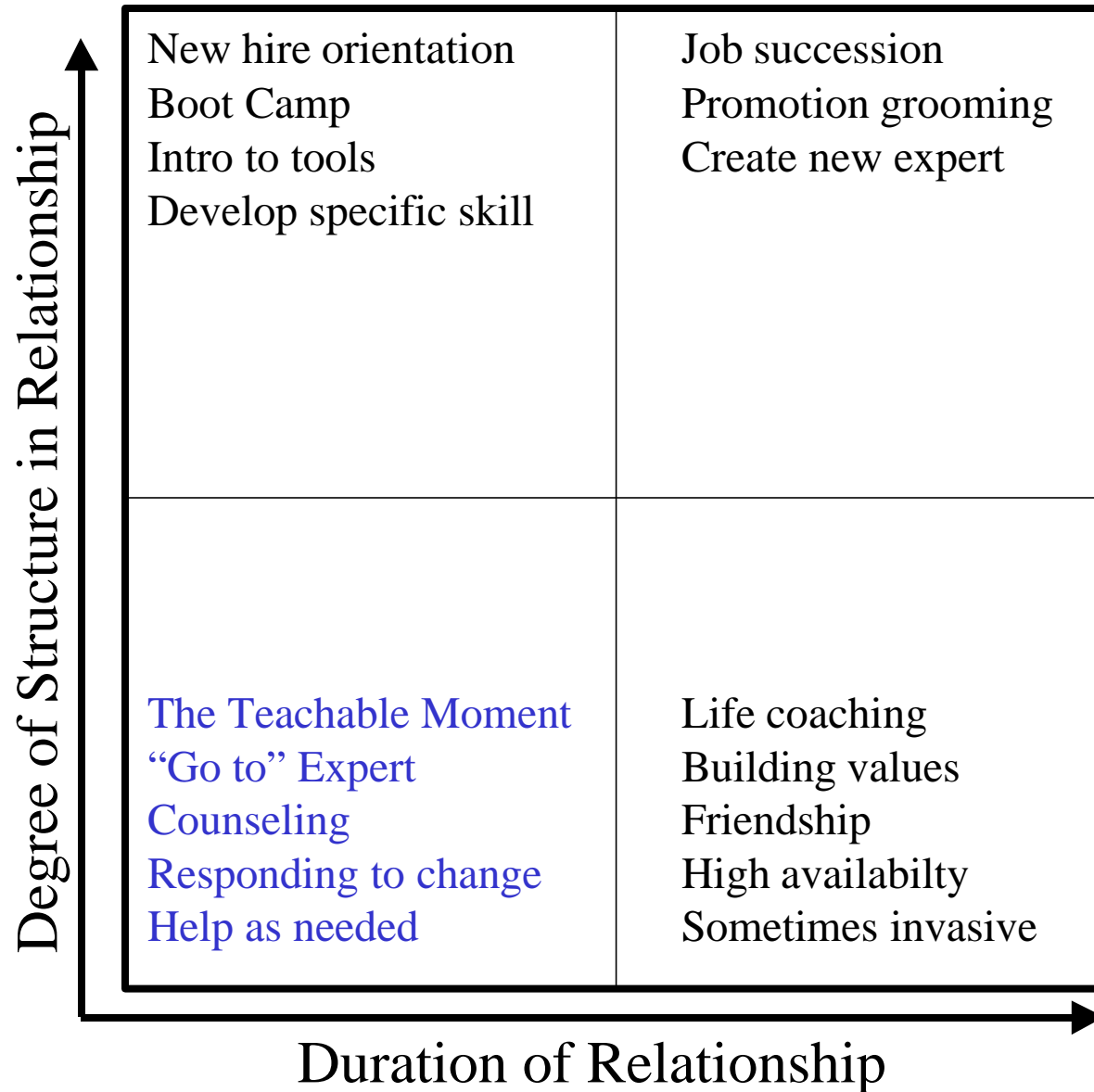
- **To the Mentor/Mentee**

- faster skills development
- creates new experts
- improved job performance
- provides feedback
- acculturation

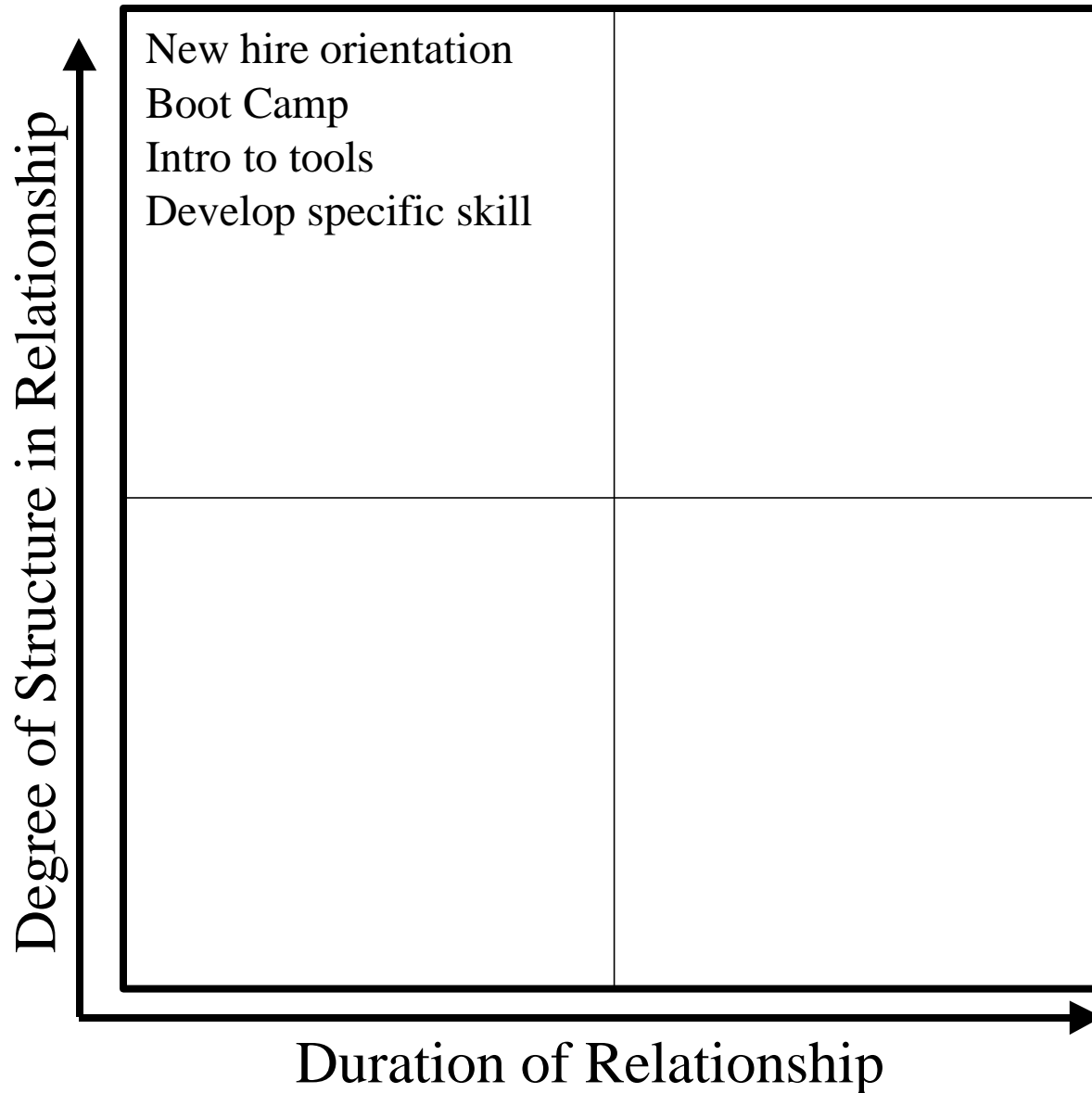
- **To the Organization**

- improved profitability
- retention of employees
- recruiting advantage
- increases teamwork
- organizational effectiveness

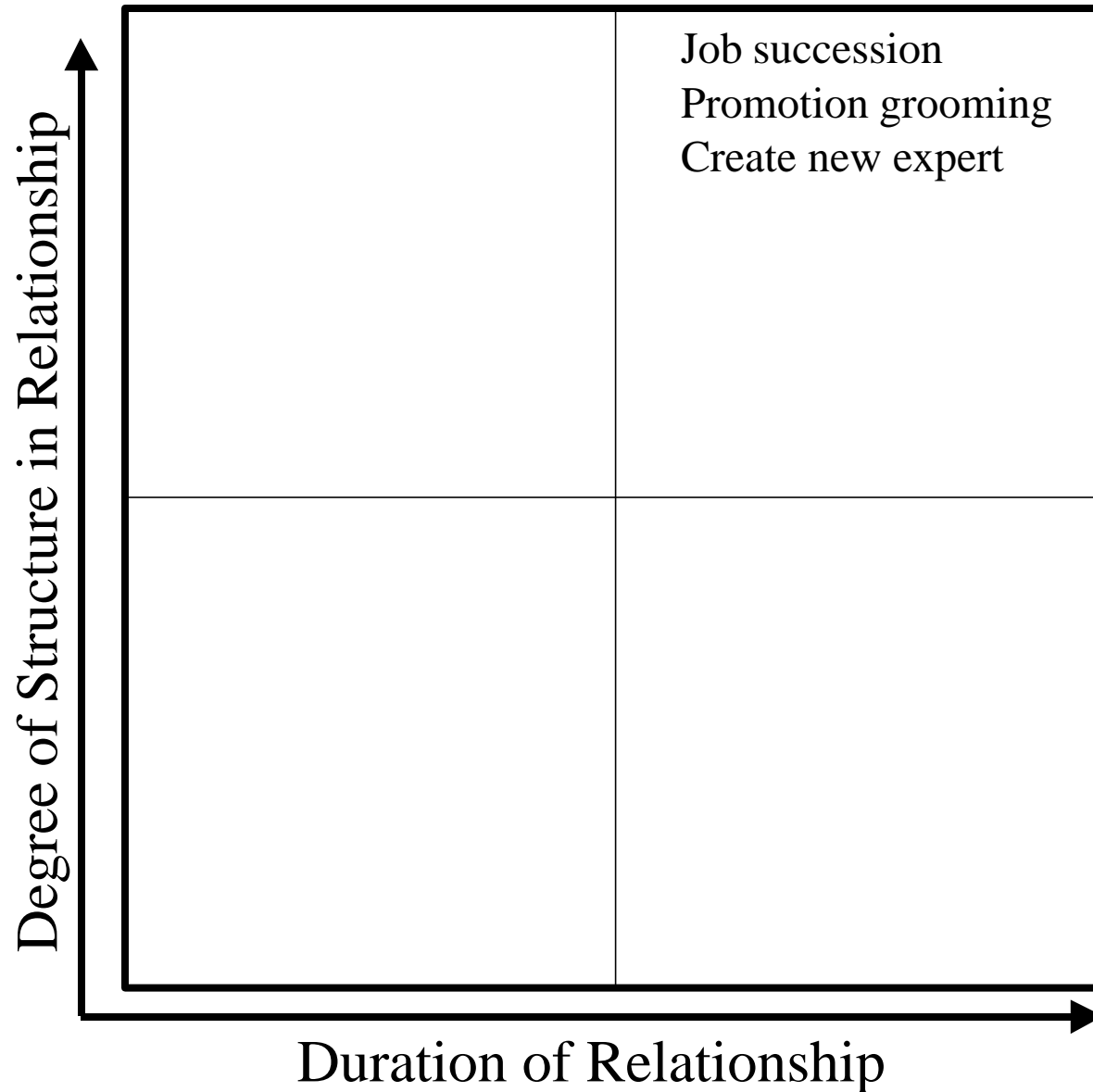
Mentoring Styles



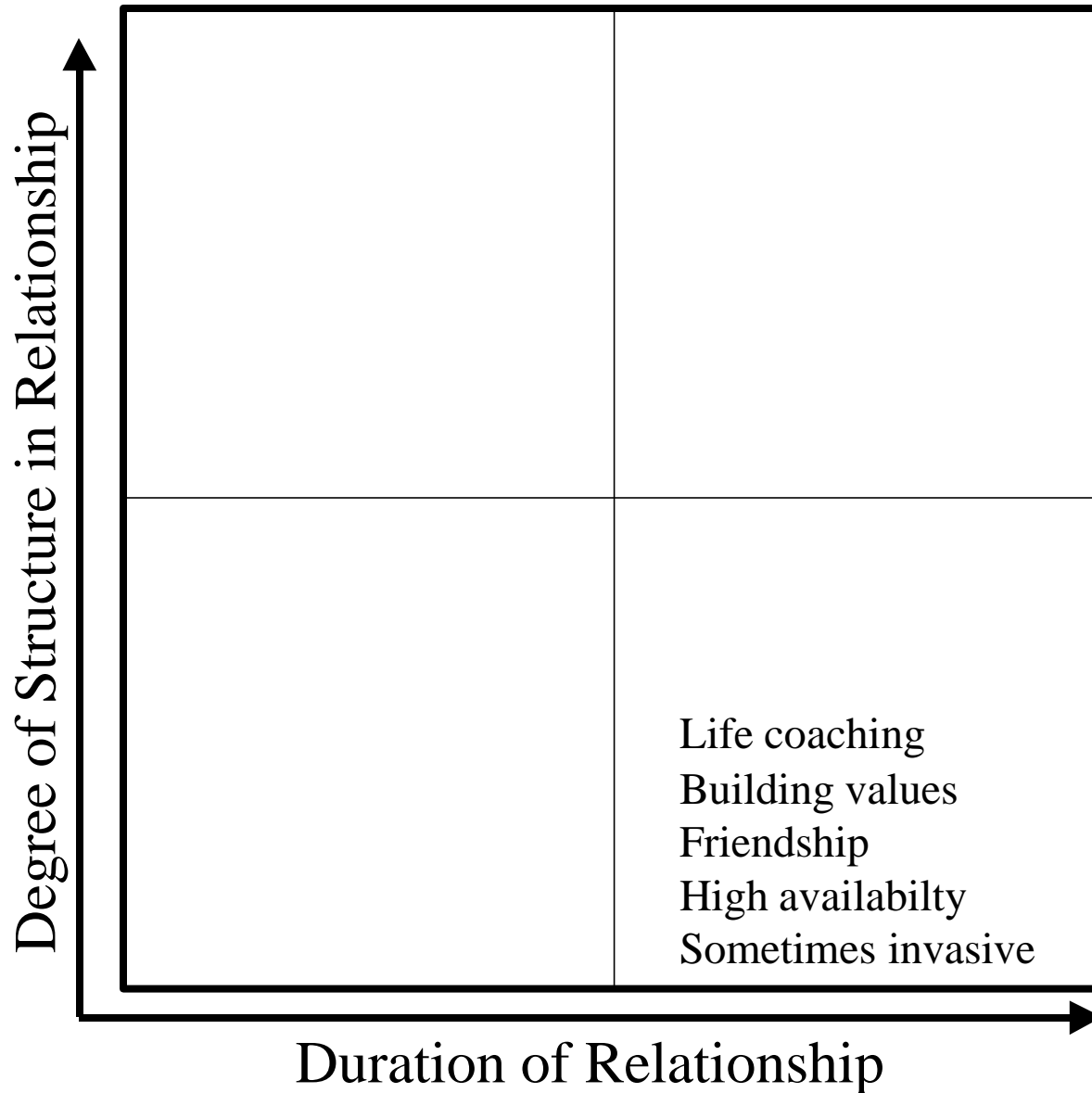
Mentoring Styles



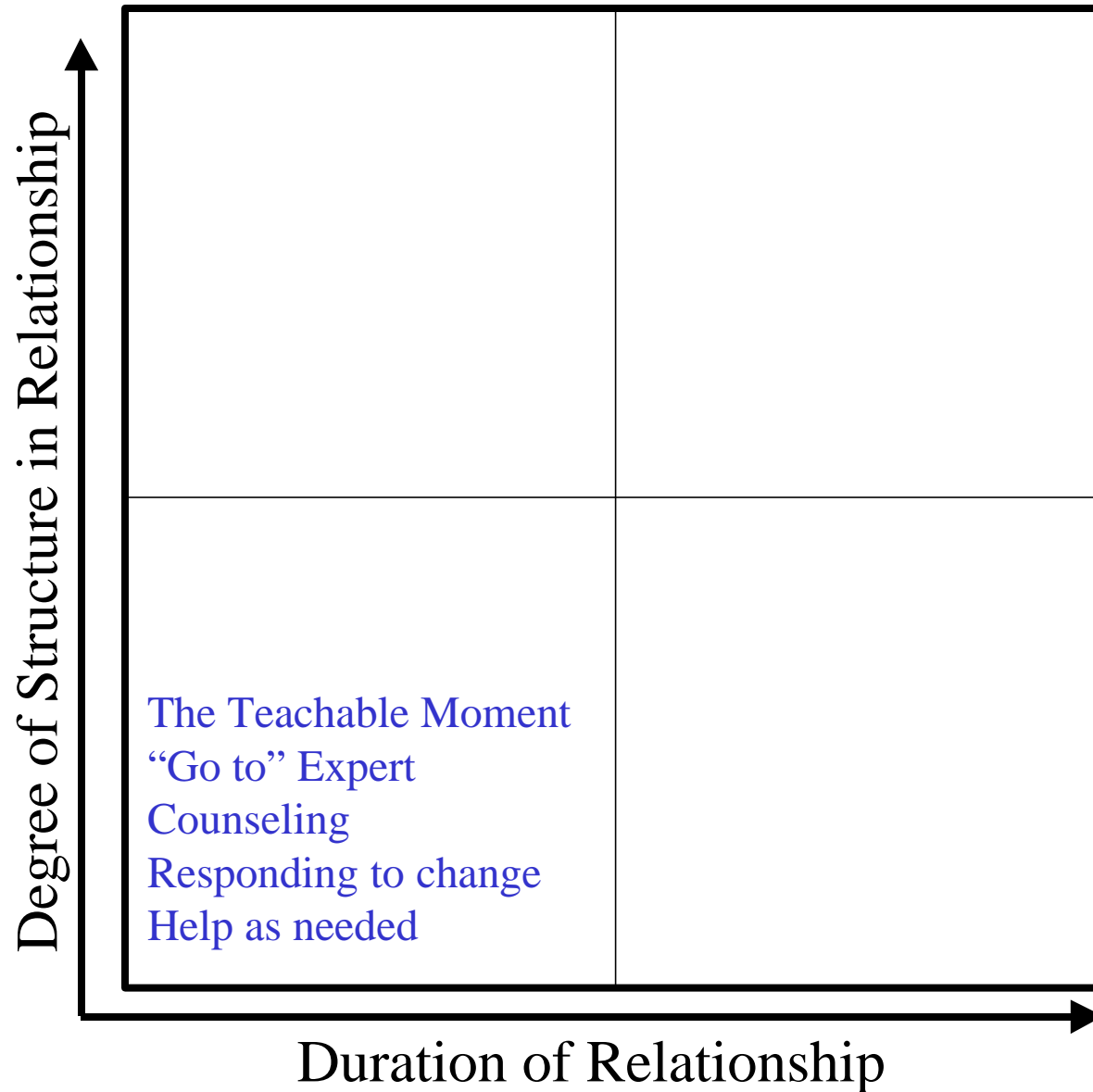
Mentoring Styles



Mentoring Styles



Mentoring Styles



Mentoring Expectations

- A mentor may not be assigned to the new hires
- When business booms there are not enough mentors
- In bad times the work is accomplished by fewer people
- Formal mentoring relationships are rare
- Experienced people usually help a person willing to learn



What if Eliza Took the Initiative?

- In Pygmalion, Eliza becomes a socialite through her mentor, Professor Henry Higgins.
- Seeing an opportunity to better her station she targets Professor Higgins to become her mentor
- “Are social graces alone sufficient to move up in society?”
- Higgins is surprised and intrigued by the proposal
- If Higgins acts undecided; Eliza refines her request
- Higgins accepts the challenge and agrees to mentor Eliza



What if You Took the Initiative?

- Knowing what you need to learn is important
- People are willing to help a person eager to learn
- Asking a powerful question results in much learning
- It is not necessary to tell person they are mentoring you
- Showing respect for mentors time yields rewards
- Encourage your mentor; report your progress and successes
- Perseverance and determination are a must to continue the relationship

Pre-Work to Building Your Mentoring Network

- Do your skills and experience self-assessment
- Interview co-workers: make a list of the subject matter experts
- Map experts to your skills and knowledge needs
- Request a meeting with each expert to determine their willingness and fit for your mentoring needs

Building Your Mentoring Network

- Finalize your mentoring map for your network
- Prioritize your learning needs and schedule meetings with the experts
- Seek an informal agreement with the experts to supply the time required to reach your learning objective.
- Show your appreciation for the help they give.



Discussion

- Who invested time in you that made a difference?
- Identify a time when you opened another person's mind to new possibilities.
- What is the most unusual mentoring experience you have seen?
- What kind of mentoring programs have you experienced?
- What results would you expect in building your mentoring network?

Links to Mentoring Articles

- Mentoring: Attributes of a Receptive Protégé
<http://www.apegga.org/publications/guidelines/mentor/protege.htm>
- The Coaching and Mentoring Network Articles
www.coachingnetwork.org.uk/ResourceCentre/Articles/Articles.htm
- Mentoring: Basic Elements www.agora-canada.org/mentor/index.html
- How to Be a Better Mentor
www.fastcompany.com/change/change_feature/cof_mentor.html
- Mentoring - a basic introduction
www.iccweb.com/CareerAdviceArticles/showarticle.asp?ID=152
- The Rewards of Mentoring
www.spectrum.ieee.org/careers/careerstemplate.jsp?ArticleId=w050502
- Making the Mentor Partnership Work: Part One (for the Mentee)
www.raycomm.com/techwhirl/magazine/gettingstarted/mentoringpart1.html