Power Mentoring: Becoming An Influential Mentor

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Becoming an Influential Mentor

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Discussion Points

- What’s it all about
- Elements
- Relationship life cycle
- Meetings
- Share opportunities
- How to become a mentor

“We exist temporarily through what we take, but we live forever through what we give”

Douglas M. Lawson
Mentoring is Sharing

Sharing

Product Knowledge

Business Acumen

Techniques

Management Skills

Business Development

Customer Service Skills

Sharing

Opportunity

My name is...

I am a mentor because...?

or

I want to be a mentor because...?

Mentor

- Fixers / guides
- Have no direct stake in success
- One trusted with faults or failure
- Not related to salary or bonus
- Capable of doing the job for you, but will not

Not a Mentor

- Business consulting
- Due diligence for buyouts or mergers
- Giving away the key to the store
- One time communication
- Something for nothing
Roadblocks

- Insecurity
- Ego
- Inability to discern people’s “Success Seeds”
- Wrong concept of success
- Lack of training

Human Traits & Motivators

- Self-motivated
- Unconscious mind
- Purpose of living
- Creatures of habit and environment
- People of their own creation

Sharing Opportunity

One personal trait or motivator of most concern to me when it comes to mentoring others is...
Dedicate Yourself

- See development as a long-term process
- Discover each person’s dreams and desires
- Lead everyone differently
- Help them know themselves
- Be ready for the hard conversations
- Celebrate the “Right Wins”
- Prepare them for leadership

Elements of Mentoring

Coach
- Encourager
- Skills builder
- Driver
- Living example
- Continuous improvement
- Leader

Counselor
- Personal confidant
- Deal with hindrance issues
- See the big picture
- Guide
- Empathizer
Elements of Mentoring

- Determine knowledge base
- Teach in gray areas
- Avoid the dark side
- Seal with a “KISS”

Elements of Mentoring

- Respect
- Responsibility
- Results

Elements of Mentoring

- Ask first
- Be specific
- Be prepared for the “Y”
- Path beyond forest of indecision
Sharing Opportunity

I see myself more as a (Coach, Counselor, Teacher, Relationship Builder, or Career Builder…) type of mentor.

Five Steps of Training

- Model
- Mentor
- Monitor
- Motivate
- Multiply

Sharing Opportunity

I find it most difficult to provide (which of the five training steps)... as a mentor? Why?
**Relationship Life Cycle**

**Stage One: Beginning**
- Getting to know each other
  - The first impressions
- Bonding

**Stage Two: Challenging & Testing**
- Mentee challenges and tests
- Rethinking first impressions
- Difficult feelings or emotions may surface

**Stage Three: Real Mentoring**
- Relationship begins feeling right
- Trust is established
- Growth in the mentee can be observed

**Stage Four: Ending**
- Prepare for closure
- Relationship may become deeper or mentor may start pulling away

*Effective Communication:*
- Effective Communication:
  - Provide feedback: sharing growth observed
  - Dale's Model: Transactional "I" Language
  - Effective listening: active, reflective, and integrated

**Sharing Opportunity**

The relationship life cycle characteristics I see in my current mentoring relationship are...

**The First Meeting**

- Comfortable environment
  - Choose time and place wisely
  - Create a plan... follow-up
  - Echo what you hear
  - Don't judge
  - Seek understanding of undercurrents
  - Talk less... listen more
Follow-up Sessions

- Self Examination
- Prepare
- Reinforce
- Encourage
- Practice
- Patience
- Observe
- & Report
- Hold Back
- Criticism

Reached Goal

Outside Influences

Lost Connection

Time Issues

Frustrations

Outgrown Need

Wanting More
than Mentoring

Co-Dependency

Sharing Opportunity

- Questions
- Suggestions
- Comments
- Further discussion
Additional Information / References

- Masterful Mentoring: www.3creek.com
- “Be Your Own Mentor” by Sheila Washington (in PPAI Bookstore)
- “The Mentoring Advantage” by Florence Stone (in PPAI Bookstore)
- “New Work Habits for a Radically Changing World” by Price Pritchett
- “High Velocity Culture Change” by Price Pritchett and Ron Pound
- “Ethics & Everybody” by Eric Harwit and Scott Aitken
- “Mentoring 101” by John C. Maxwell
- “Empowerment” by Cynthia D. Scott, Ph.D., M.P.H. and Dennis T. Jaffe, Ph.D.
- “Leadership is a Choice” by Dr. Franklin Covey
- “Stop Thinking like an Employee, Boost your Career into a New Orb” by Harry Dahlstrom

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PPMN Web Page

The PPMN Mentoring Program is a great opportunity to showcase your successes, share your “lessons learned” and pass along best practices that will help the future growth and professionalism of the promotional products industry.

To Become a Mentor
Check the box in your Member Profile and then check the boxes to indicate your areas of expertise. Add relevant information to your personal profile to tell potential mentee about your skills and expertise.

To Find a Mentor
Click on Mentoring in the left-hand menu and click on Mentor Search. You must be a PPMN member and logged in to edit your profile and to search for a mentor. You’ll find step-by-step instructions on the Mentor Search page.

For assistance in any area of PPMN, please contact Judy Darin of PPAI at 972-258-3585 or email ppmn@ppai.org.