MENTORING MATTERS!

AdMan Conference
March 11, 2015
Carina Celesia Moore, MA, SPHR
AGENDA

- Today’s Learning Objectives
- Mentoring Matters BINGO
- Mentoring Definitions and Benefits
- Who Mentored You? Reflection
- Characteristics of Effective Mentees/Mentors
- Mentoring Program Examples
- Activities and Resources To-date and Ahead
- Your Next Steps
- Conclusion

TODAY’S LEARNING OBJECTIVES

*By the end of this session you will:*

- Explore *Mentoring Matters*
- Reflect on your experiences
- Hear about others’ mentoring experiences
- Compare what mentoring is and is not
- Hear about UC Davis resources
- Plan at least one next step
- Have fun!
ON MENTORING

“The greatest good you can do for another is not just to share your riches, but to reveal to him his own.”

- Benjamin Disraeli, former prime minister, novelist

TIME FOR MENTORING MATTERS BINGO!

<table>
<thead>
<tr>
<th>Mentoring Matters BINGO!</th>
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<tbody>
<tr>
<td><strong>Directions:</strong> Circulate the room and find the person for whom the statement is true. Write down that person’s name on each box. HR reserves the right to refuse participation.</td>
<td></td>
</tr>
<tr>
<td>Have been a mentee</td>
<td>Have a current Individual Development Plan (IDP)</td>
</tr>
<tr>
<td>Plan to attend the HR-Davis “Career Development Resource Showcase” on March 31, 2015</td>
<td>Plan to have an Individual Development Plan (IDP) by June 30, 2015</td>
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<tr>
<td>Have observed a mentoring relationship</td>
<td>Have a current resume</td>
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HR Talent Management

oneUCDaviss
MENTORING IS...

- A dynamic partnership built on mutual respect, trust and the sharing of ideas and experiences
- A relationship which supports learning and performance through interactions, facilitated problem-solving, and clear guidance
- A relationship in which a “mentee” takes ownership of the learning experience, and potentially the learning content
- Supporting someone in overall development, working toward potential that the mentee may not see

MENTORING IS NOT...

- A training program
- Job shadowing
- A “fix”
- A promise of a promotion

BENEFITS OF MENTORING

- Promotes professional relationships and engagement
- Uncovers ways for individuals to become self-directed
- Promotes career and leadership development
- Encourages big picture and strategic thinking
- Supports diversity and inclusion efforts
- Manages knowledge within the organization
- Aids in the recruitment and retention of talent
- Improves technical knowledge

From “Those Who Lead, Mentor” by Lois J. Zachary, T&D March 2010

WHO MENTORED YOU? REFLECTION

- Think about individuals in your life who offered you encouragement, shared their experiences and knowledge, and sometimes just listened when you needed to talk. Think about someone who helped you grow in depth of character, someone who inspired you to take a different direction in your life, someone who dropped everything to help you in a crisis, someone who shifted your thinking, someone who nudged you out of your comfort zone because that person believed you were capable of doing more.
WHO MENTORED YOU? – ACTIVITY IN PAIRS

Find a partner and share:

- First – introduce yourselves.
- Who are the people who came to mind?
- How did these relationships make you feel?
- Describe the difference(s) these mentors made in your career or life.

AN EFFECTIVE MENTEE

- If you have ever been a mentee, whether at UC Davis or elsewhere, what made the experience successful?

- What are your expectations of a mentee?
CHARACTERISTICS OF AN EFFECTIVE MENTEE

- Positive outlook
- Eager to learn
- Patient
- Comfortable receiving objective feedback
- Communicates openly and clearly
- Excellent follow through
- Keeps commitments
- Respects time

AN EFFECTIVE MENTOR

- If you have ever been a mentor, whether at UC Davis or elsewhere, what made the experience successful?
- What are your expectations of a mentor?
CHARACTERISTICS OF AN EFFECTIVE MENTOR

- Active listener
- Comfortable giving objective feedback
- Deals with ambiguity
- Communicates openly and clearly
- Establishes trust and credibility
- Has strong organizational alignment
- Excellent time manager

WHAT DO MENTORING PROGRAMS DO?

“Mentoring programs provide employees the opportunity to learn from experts to develop and grow into who they want to become. Formal mentoring in organizations demonstrates a commitment to the employees, their professional development, and their success in the organization.”

- Tools for Effective Mentoring Programs Infoline, ASTD
HOW WE LEARN

“Tell me and I forget, teach me and I may remember, involve me and I learn.”
- Benjamin Franklin

- People remember 90% of what they do, 70% of what they say or write, 50% of what they see and hear, and 40% of what they see.
- People learn best when actively involved.
- The more opportunities for practice and feedback, the more learning occurs.”
- Deep Smarts: Coaching, Mentorship and Talent Development, HCI

TRADITIONAL ONE-ON-ONE MENTORING

- **Summary:** A mentee and mentor are matched. Mentee-mentor partners participate in workshops and are provided a guided structure and timeframe (e.g., 6 months).
- **Benefits:** High impact, high value, high individual attention.
- **Considerations:** Greater resources needed in terms of administration, mentor pool, and time; limited number of mentees.
SELF-DIRECTED MENTORING

- **Summary:** An informal approach where mentors and mentees engage in mentoring partnerships independently of a formal program. They access online resources and tools to create and conduct their own mentoring partnerships.

- **Benefits:** Available to anyone, anywhere, anytime. Can be virtual. Unlimited number of participants.

- **Considerations:** Robust online tools and resources recommended.

GROUP MENTORING (MENTOR-LED)

- **Summary:** A single mentor is matched with a cohort of mentees. Initial program structure is provided while allowing mentor to direct progress, pace and activities.

- **Benefits:** Fosters deep and wide-ranging networking opportunities for mentees.

- **Considerations:** Lack of individual one-on-one attention; requires a mentor who is a skilled facilitator.
UC DAVIS MENTORING ACTIVITIES TO DATE

- Mentoring Focus Groups – Fall 2014
- Mentoring Survey – Fall 2014
- Best Practices and Methodologies Reviewed
- “Career Journeys – Success Stories at UC Davis” – November 2014
- “Career Journeys – Success Stories at UC Davis Health System” – March 2015

MENTORING MATTERS - LOOKING AHEAD

- UC Davis Online Mentoring Toolkit
- Revised UC Davis Individual Development Plan (IDP)
- TGFS theme at the Health System
- Proposal under development to implement long-term mentoring program(s)
UC DAVIS ONLINE MENTORING TOOLKIT

Contents include:

- What is mentoring?
- Finding a mentor
- Becoming a mentor
- Developing a mentoring agreement
- Mentoring activities
- Mentoring resources

Expected in April 2015

YOUR NEXT STEPS

- Review the *Mentoring Matters Bingo* Card
- What are your next steps in pursuit of Mentoring Matters?
  1. _____________________
  2. _____________________
  3. _____________________
- Discuss at least one idea with another person.
WERE THE LEARNING OBJECTIVES ACHIEVED?

- Explore *Mentoring Matters*
- Reflect on your experiences
- Learn from others’ experiences
- Hear about what mentoring is/is not
- Hear about UC Davis resources
- Plan at least one next step
- Have fun!

QUESTIONS
THANK YOU FOR YOUR PARTICIPATION

*Mentoring Matters!*

- Engagement
- Development and
- Retention of TALENTED UC DAVIS STAFF