Developing Leadership Through Mentoring

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Mentor......
Mentee.....
Leadership..... Why?
Developing Leadership - Why?

- Critical success factors in today’s workplace
  - *Individuals* need to learn and adapt quickly
  - *Leaders* must help others learn new skills and develop self-confidence in those newly acquired skills

"The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them."

- John C Maxwell —
What is Leadership vs a Leader

“What leadership is the desire and ability to inspire individual achievement, while a leader is just a guy at the top of the heap worried about his own”

- Keith Mullen-
What is Mentoring?
Mentoring

- “Mentoring is a developmental partnership through which one person shares knowledge, skills, information and perspective to foster the personal and professional growth of someone else. The power of mentoring is that it creates a one-of-a-kind opportunity for collaboration, goal achievement and problem-solving.” — USC .. Alumni Society Mentor Program —

- “Mentoring is a brain to pick, an ear to listen, and a push in the right direction.” John C. Crosby
Why Do I need Mentoring?

Because it helps...

- Prepare for future opportunities
- Retain high performers
- Advance diversity
- Adapt to Change
- Improve job performance
- Manage “tribal” knowledge
- Reduce learning time and cost
1. What’s in it for Mentors?

- Chance to “pay back”
- Learning
- Recognition
- Get extra work done
- Review and validate
- Energize emotions
- Future personal payoffs
- Help the organization
What Does a Mentor Look Like?

- What do you want it to look like?
  - Decide what skills are important to learn
  - Decide who you need on your own mentoring “Board of Directors”
  - One or multiple
  - Formal or informal
  - One time or on going
Managing Your Career.....

It’s up to you!

- The burden of responsibility rests with you
- Identify your needs.
  - What do you want out of the mentoring relationship?

- How can a Mentor help you?
  - Understand new job/responsibilities
  - Networking
  - Negotiating
  - Life changes
  - Enrichment
  - In/Out

You need a plan.
Personal Accountability

“It marks a big step in your development when you come to realize that other people can help you do a better job than you can do alone.”

- Andrew Carnegie -
Effective Mentoring Relationship

- List Qualities of a good mentor:
  - Has skills/authority you need
  - Experience *relevant to the mentee’s needs*
  - Good interpersonal, listening, and analytical skills
  - Ability to provide constructive feedback
  - A commitment to mentoring
  - Compatible personality and communication style

- Establish a profile
  - Consider potential candidates
  - Approaching the Candidate
Behaviors of Successful Mentors

- Model the best behaviors to establish credibility.

- Take an interest in the work of others.
  - Have their success in mind.

- Take the initiative to seek people out and maintain high quality relationships.
Behaviors of Successful Mentors

- Develop relationships early and build trust
- Be a champion of good performance by offering congratulations and acknowledging successes.
- Be positive.
Recognizing Leadership

- Who do I know that is a good leader?
  - Why do I think that?

- What needs do I have to develop my leadership?

- Who is the mentor I will ask about leadership challenges I face?

- If that leader were part of my team/organization, How would I motivate or reward?
Summary

- Realize that you need a cohesive team/organization
- Mentor to bring up to speed quickly
- Have a plan
- Commit to Mentoring
- Recognize and celebrate accomplishments
- Model best behaviors
“Coming together is a beginning. Keeping together is progress. Working together is success.”

- Henry Ford -
Questions