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Finding The Right Person To
Help You Grow

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What is mentoring?



If you light a lamp
for someone it will
also brighten
your own path.
-Buddhist proverb

More than 2/3 of Fortune 500 companies have
some sort of mentoring programme.



What can you cover?

- Career guidance.
- Performance improvement.
- Settling into a new job.
- Managing a team effectively.
- Working across a system with various parties.
- Specific work issues.

And more.



How can they do that?

Write down 3 methods you think a mentor could employ.



How can they do that?

- ✓ Provide Information
- ✓ Provide Contacts
- ✓ Identify Challenges
- ✓ Provide Support
- ✓ Help with Goal Setting
- ✓ Provide Advice
- ✓ Role Model Behaviour
- ✓ Ask the Right Questions



What is your need?

*Write down 3 current work situations that
could use a mentor.....*





Who can be a mentor?



Identifying your mentor

Complete this table:

Someone higher than you at work	
Someone at the same level at work	
Someone random at work	
Someone outside of your workplace	



Establishing a great development relationship with your mentor

- Be the driver
- Have realistic expectations
- Establish clarity of meetings: frequency, length & location
- Establish clear boundaries re confidentiality & contact
- Decide upon an important issue for you to discuss
- Be open to your mentor's input
- Commit to meetings and actions
- Tell your mentor how they help



Stage 1 - Exploration

- Discussion between the mentor and mentee to explore the issue presented by the mentee.
- The role of the mentor is to ask open, probing questions, provide information and to feed back what is being told.
- The purpose is to get to the 'heart' of the matter.

Stage 2 – New Understanding

- Further discussion to share experience and find insights.
- The role of the mentor is to reflect back any insight, ask questions about what it means, and confirm the new understanding.

Stage 3 – Action

- Exploration and agreement about what actions should be undertaken.
- The role of the mentor is to make sure there is real commitment for identified actions, that the actions are recorded, and that there is clarity about how both parties will check in on progress.

Stage 4 – Learnings

- At the start of the next session time should be set aside to identify what worked, what didn't and why.
- The role of the mentor is to encourage the mentee to report back on what happened and to encourage insights and learnings from the situation.

Useful Mentee Questions

Have you seen this before?
What happened?

What am I not seeing here?

If you were me in this situation what options would you think of?

If I am thinking about doing this, what should I be mindful of?

What did you learn when that happened?

What skills have been most important to you in your career? How did you develop them?

How can you help me?

How have you handled setbacks in your career?

What helped you be successful in that situation?



Have a go

- *Partner up.*
- *One person will be mentored, the other will mentor.*
- *Choose one of the areas that you would like mentoring on (from before).*
- *Be kind, generous and open.*
- *Take 10 minutes to be mentored.*



Further reading

Kolb, David (1984)

Experiential Learning: Experience as the Source of Learning and Development

Buford, Bob (2014)

Drucker & Me: What a Texan Entrepreneur Learned From the Father of Modern Management

Philip-Jones, Linda (2003)

75 Things To Do With Your Mentee. Practical and Effective Development Ideas You Can Try

