



Future Focused

Understanding the Perspectives and Benefits of a Mentoring Relationship



Marshall
Goldsmith

“Mentoring is an honor. Except for love, there is no greater gift one can give another than the gift of growth.”

Mentorship

The fundamental form of human development where one person invests time, energy, and personal know-how to assist in the growth and ability of another person.

Mentor: Someone who shares their knowledge and experience to inspire others to reach their goals.

Mentee: Someone who is advised, nurtured and supported by a mentor.





KEYS TO AN EFFECTIVE MENTORSHIP PROGRAM

Strategic pairing of mentors and mentees

Mutual understanding of timelines

Shared expectations of the program

Build trust – the mentor/mentee relationship is a
safe space

Both parties allow themselves to be vulnerable

Must be strictly confidential to work

Types of Mentorships

Formal mentoring

Informal mentoring

Peer mentoring

Group and team mentoring

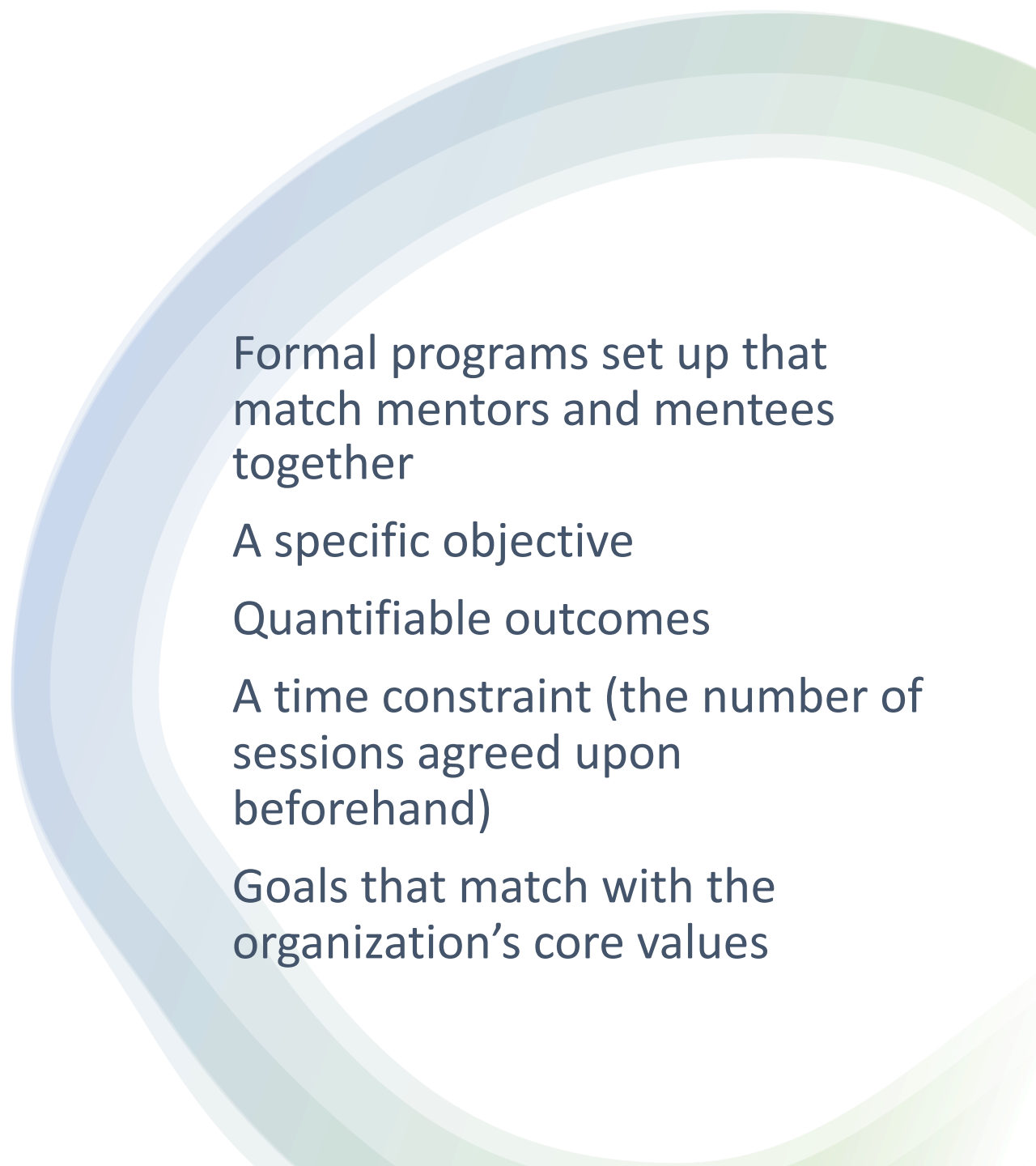
Identity-based mentoring

Traditional mentoring

Subject-Matter-Expert mentoring



Formal Mentoring



Formal programs set up that match mentors and mentees together

A specific objective

Quantifiable outcomes

A time constraint (the number of sessions agreed upon beforehand)

Goals that match with the organization's core values

Informal Mentoring

Either the mentee or mentor initiates a mentoring relationship

Informal mentors :

Are great listeners

Don't usually set limits as to the time of each "meeting"

Do not provide expert training and/or have specific objectives

Mentees:

Get comfortable (like talking to a friend)

Discuss any topic (no formal structure)

Disclose their personal stories (with details that would not be shared in a formal setting)



Peer Mentoring

When associates comparable in age or job level mentor each other

Listen to the struggles of the mentees in great detail

Relate to what the mentee is going through

Offer support/advice from a personal level



Group and Team Mentoring

Group mentoring involves one mentor working with several mentees in a group

Routine mentorship meetings set to discuss certain topics important to mentees in a group

Allows the group to comprehend each other's concerns and problems

Team mentoring is when a team of mentors methodically pursues a mentoring relationship with a collection of mentees to help the mentees on different areas of concern

Promotes Teamwork

Better working interactions between the mentees





Identity-Based Mentoring

Involves pairing up individuals who may share similar
backgrounds (shared identities)

Better understanding of ethnical and gender specific issues

Traditional Mentoring

Normally mentor is from the same organization, has been there a long time, and has a lot of experience

One-on-one counseling

Gives uninterrupted attention

Gives tips for career development

Held accountable

Taught time-management skills



Subject-Matter-Expert Mentoring

Mentor is someone who is an expert in a specific area

Provide the mentee more advanced skills

Help employees with specific questions or problems

Encourage mentees to become subject matter experts like themselves

Link mentees to other experts in the field



The illustration shows a person in the foreground with their back to the viewer, looking at a large screen. The screen displays several video call windows with different people: a person with arms crossed, a person on a phone, a person with glasses, a person with a beard holding a mug, and a person with a dog. The person is holding a puzzle piece, and other puzzle pieces are scattered on the screen. A thought bubble above the person contains a question mark and a graph. The text 'Where are all these mentors?!' is overlaid on the screen.

Where are all these mentors?!

Building Your Dream Team

Building Your Dream Mentorship Team

- Your **health and wellness**. Self-care, silence, and rest are tremendous teachers. This is foundational to successfully leveraging mentorship.
- A **dedicated champion for you** found through a program provided by your organization and/or professional associations (CSMFO, GFOA, societies).
- The **expert** you need to sharpen and grow your skills found at work, conferences, or through your champion.
- Don't overlook **partners, friends, community leaders** and **family** who consistently help center your values, priorities, and sources of joy.
- The 1-2 **co-worker(s)** you respect and trust who are riding the rollercoaster with you and remind us that we are not alone.

Be intentional with your thoughts and actions. People are learning from you while watching you and you may not even be aware of it.

