



Mentoring

**LET'S MOVE
FORWARD**

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A reminder of the benefits of mentoring for mentors

1

Gain new and interesting perspectives

2

Expand your professional network

3

Improve your communication skills

4

Be recognized as a leader

5

Increase fulfilment at work

6

Give back and develop others

7

Develop better management skills

8

Improve your mental health

What makes a great mentor?

Becoming a mentor is a highly rewarding experience and learning opportunity. You get to play a part in someone else's personal development while enhancing your own skills.

Qualities of a good mentor include...

Good listener



Empathetic

Nonjudgmental



Knowledgeable

Committed



Open

Driven

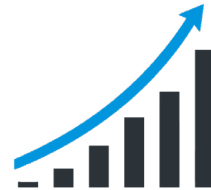


Personable



THE 3 PHASES OF MENTORING

Getting Started
Growth
Reflection



Getting Started

This first phase is about getting to know your mentee and building trust. Set clear expectations of each other, this will be the foundation of your mentoring relationship

What To Expect:

- Getting to know each other
- Discussing their goals
- Establishing trust
- Setting mutual expectations

What You Can Do:

- Be open and personable
- Stress confidentiality
- Outline what you're willing to do
- Outline what you're not willing to do
- Support them in setting goals
- Utilize the Learning Hub



Growth

This is where the real mentoring comes in. The growth phase will occupy most of your mentoring relationship and is focused on personal growth and goals.

- What To Expect:
- Mentee-led sessions
- Progressing towards their goals
- Having honest and productive conversations
- Constructive feedback and questions
- What You Can Do:
- Act as a sounding board
- Push them out of their comfort zone
- Ask open ended questions
- Make introductions to your network
- Practice active listening
- Let your mentee lead



Reflection

This final phase is to acknowledge your mentee's progress during the relationship, as well as reflect on your own learning as a mentor

What To Expect:

- Reflecting on their goals
- Celebrating their progress
- Evaluating learnings
- Discussing the future

What You Can Do:

- Celebrate their successes
- Give feedback and advice
- Practice advocacy for your mentee
- Recommend resources
- Take action beyond the sessions
- Find a new mentee and / or mentor!

THANK YOU

FROM

