

MENTORING AND OUTREACH PROJECTS

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Parallel Session 1
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Mentoring

Overview

- ◆ What is a Mentor
- ◆ Key Mentor Characteristics
- ◆ Key Mentee Characteristics
- ◆ Why Mentors matter
- ◆ Why is Mentoring useful
- ◆ Mentoring v Coaching, why it can fail
- ◆ Summary

What is a Mentor

- ◆ Someone more experienced or more knowledgeable in a context, willing to impart their “wisdom” in an unbiased way
- ◆ Focus here on “more experienced” in Research and mobility scenarios.

Key Mentor Characteristics

- ◆ Is a good listener
- ◆ Networked/embedded in environment
- ◆ Accessible, contactible - reliably
- ◆ Good communicator, articulator
- ◆ Manages expectations
- ◆ Guides, not directs
- ◆ Real relationship, not virtual

Key Mentee Characteristics

- ◆ Recognise the process/benefits
- ◆ Evaluate your issues
- ◆ Precise aims and objectives
- ◆ Articulate clearly
- ◆ Prepare language issues

Why Mentors matter

- ◆ Tacit knowledge source
- ◆ Alternative link to organisation
- ◆ Alternative avenue to line management
- ◆ Promote your interests not organisation or theirs
- ◆ Alternative articulation channel

Why is Mentoring useful

- ◆ Mentors — feel better themselves
 - ◆ Feel better about others
 - ◆ Feel better about their careers
 - ◆ Increased job satisfaction
 - ◆ Feel better networked
 - ◆ More positive of the future
- ◆ Mentees — feel better themselves
 - ◆ Rise to higher levels
 - ◆ Obtain more promotions
 - ◆ Feel more career positive
- ◆ Organisations – better staff satisfaction
 - ◆ Lower staff turnover (all sides)
 - ◆ Reputational improvement

Mentoring v Coaching

**Coaching is a much more focuse activity, goal oriented.
Coaching can be useful in precise situations.
Coaching is a finite issue/period – useful in short term**

and why it can all fail

Poor communications

Lack of reliability

Personality differences

Lack of organisational support

***Overwhelming % of cases are
positive outcomes for all parties***

SUMMARY

Mentoring (or Coaching)

- can be a very rewarding experience for both parties***
- investment in lifelong friendships/networking***
- like life – you get out of it what you put in***

THANK YOU – Danke fuer Ihre Aufmerksamkeit

Useful papers:

“Why Mentors Matter” , L Bidwell

“Characteristics of Mentoring”, Strauss, Johnson, Margue

“Does Mentoring Matter”, Eby, Allan, Evans, Ng, DuBois

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