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"A mentor is simply someone who helps someone else learn something that he or she would have learned less well, more slowly, or not at all if left alone...

Mentors are not power figures. Mentors are learning coaches—sensitive, trusted advisers."

-Chip R. Bell "Mentoring as Partnership" in Coaching for Leadership

What Is Mentoring and Who Was Mentor?

"We seem to need mentors—wise and faithful guides, advisers, or teachers—the wisdom keepers of an entire family, a sprawling corporation, or a community."

Marsh Sinetar
 The Mentor's Spirit

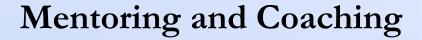


- Where you'll find it:
 - Education
 - Ministry
 - Business
- Who does it
- Mentoring and coaching in the workplace

Mentoring and Coaching

- "...Coaching refers to continually developing employees so that they do their jobs well...
- "...Counseling (is) defined... as a four-step process, of which one-on-one communications are most important... (that) could mean the difference between an employee's continued employment or not."
- "...Mentoring is directed to your best performers."

Florence M. Stone
 Coaching, Counseling, and Mentoring



- Coaching is emerging as a profession with a certification program and a commonly recognized set of skills.
- Coaching skills can be applied in the context of mentoring.
- Mentoring is most effective when it is altruistically motivated.



- A desire to give back (altruism).
 - To smooth the path of a talented colleague.
 - To spare someone the pain of the school of hard knocks.
 - To determine who might best be suited for future opportunities.
- A desire to be seen as an authority (status).
 - To expand one's sphere of influence.
 - To develop a following for an idea or person.
 - To build a community.



The most successful mentors seem to be altruistically motivated.



- Admiration for a senior colleague.
- A desire to advance one's career more quickly.
- A desire for a confidente to discuss the hard questions with.



The most successful protégés:

- Have clearly defined goals, but are flexible.
- Listen well and, if necessary, seek out honest feedback.
- Are respectful of the resource that their mentor embodies.

Content for the Mentoring Relationship

Developing a Personal Philosophy of Technical Communication:

- Why are you here?
- Why this; why now?
- Tools, tools, techniques, and fads.
- Responding to the NEXT BIG CHANGE.
- Loving your work or at least not hating it.
- Finding meaning in the mundane.
- Identifying the adventure!



- Learning out of the air
- Shaping ourselves in the likeness of our heroes
- The art of self-inspiration



The purpose of industry

is to provide the material foundation

of a good social life.

- Richard H. Tawney



We work to become, not to acquire.

- Elbert Hubbard

Questions?
Comments?
Stories?

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