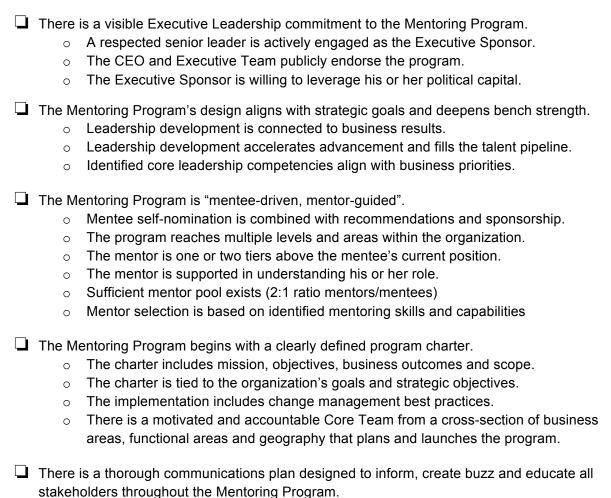


Best Practices for Creating a Culture of Mentorship

Success Factors



Pitfalls

- Programs are not tied to business results and core strategic needs of the business.
- There is either a lack Executive Leadership support or it is perceived lip service.
- There is not a clear charter for the program.
- The complex communication needs are underestimated or lacking.
- Programs don't reach all levels or areas of the business so they seem elite or corporate.
- Volunteers run the programs without clear sponsorship, direction, budget or accountability.
- There is a belief throughout the organization that this is a remedial program for a specific demographic that needs extra help.
- The organization does not allocate enough time and resources for the logistics, the launch, the meetings and the communications.
- The mentees and/or mentors don't allocate their time to fully engage in the program.
- The organization isn't ready for a visible change in the leadership demographics.



Mentee/Mentor Relationship Best Practices

Follow these best practices to establish a successful partnership, whether you have the role of mentor or mentee.

Mentoring partnerships are successful when **mentees** ...

- Honor confidentiality
- Establish and lead their learning agenda
- Coordinate the logistics for the meetings
- Are willing to take a risk try something outside their comfort zone
- · Put feedback into action
- Give and are open to honest feedback

Mentoring partnerships are successful when **mentors** ...

- Honor confidentiality
- Are accessible
- Are patient and provide encouragement
- · Listen, observe, and are a sounding board
- Are willing to share experiences
- Let the mentee solve her own problems

Successful mentoring partnerships ...

- Articulate their purpose and goals early in the process
- Are attentive to developing a climate of trust and safety
- Are open and honest in their communications
- Respect differences
- Are committed to continuous learning
- Are willing to evaluate and self-correct partnership effectiveness