



Mentoring Institute



MENTORING & COACHING MONTHLY



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AUGUST 2014

THIS MONTH IN MENTORING & COACHING

It's hard to believe that the 2014 Mentoring Conference at UNM is just three months away! This month brings our last major deadline in preparation for the Conference: **August 30th is our final paper submission deadline.** If you still haven't registered yet for the conference, you can do so until October 12th.

In this issue we have an interview with Dr. Ann Rolfe. Ann Rolfe will have two major roles in this years Conference. She will be hosting a Pre-Conference Workshop titled *Designing Effective Mentoring Programs*. Then, later in the Conference she will host a plenary session titled *Mentoring (alone) Is Not The Answer: Take A Strategic Approach And Achieve Much More!*. For more information on her presentations, visit our website.

August is back to school month in many places across the US. We want to wish all UNM students a warm return, and we hope that our many readers at various universities have a productive fall semester.

ABOUT US

MENTORING INSTITUTE:

The Mentoring Institute develops, coordinates and integrates research and training activities in mentoring best practices at the University of New Mexico (UNM). Through the application of instructional design standards, the Mentoring Institute provides training and certification services for a diverse array of staff, faculty and students, in a centralized effort to recruit, train and develop qualified mentors for the University, the City of Albuquerque and the greater New Mexico community.

The Mentoring Institute does not replace or direct existing mentoring programs. Rather, it provides a variety of services to these programs. The Mentoring Institute aims to build up current mentoring program and enhance the culture of mentoring within the University, and the state it serves.

The Mentoring Institute will assist in stimulating and promoting a mentoring culture within the community. By encouraging the matriculation and graduation of students as well as the retention of faculty and staff at the University of New Mexico, the Institute will also contribute to the development and economic growth of New Mexico

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EVENTS

Our list of mentoring and coaching related events occurring soon.

- **2014 UNM Mentoring Conference**

📅 October 21-24
📍 Albuquerque, New Mexico
👤 Bob Garvey, Maggie Werner-Washburne, Ann Rolfe.

The 2014 conference theme is Developmental Networks: Mentoring & Coaching at Work. We seek to facilitate discourse on the utilization of developmental networks, and mentoring and coaching relationships in the workplace.

- **21st Annual European Mentoring and Coaching (EMCC) Conference**

📅 November 20-22
📍 Venice, Italy
👤 Brendan Hall, Michael Gelb, Fons Trompenaars.

Hosted by the European Mentoring & Coaching Council, this conference has 3 keynote speakers, over 30 session speakers, and a Pre-conference Masterclass.

- **2015 National Mentoring Summit**

📅 January 28-30, 2015
📍 Washington, D.C.
👤 TBA

This event is the only national forum that brings together practitioners, researchers, corporate partners, government and civic leaders, national youth-serving organizations and the network of affiliate Mentoring Partnerships to explore and advance mentoring's positive impact on individuals and communities.



LAST MONTH IN PHOTOS

Photos taken around UNM, from our Instagram feed (@unmentoring)



Architecture at UNM



A flowering Yucca



One of the many sculptures on campus



2014 Mentoring Conference

The start of the 2014 Mentoring Conference gets closer every month; we are now less than three months away! The 2014 Conference theme is *Developmental Networks: Mentoring & Coaching at Work*. Our keynote speaker for this year is Dr. Bob Garvey, one of Europe's leading academic practitioners of mentoring and coaching. Additionally, we have two workshop sessions that will occur just before the conference begins. The first, by Dr. Ann Rolfe, is titled *Designing Effective Mentoring Programs*. The other, which will be run by Dr. Jerry Willbur, is titled *The Power of Positive Mentoring*. We will also host four plenary sessions, run by Dr. Maggie Werner-Washburne, Dr. Ann Rolfe, Dr. Jerry Willbur and Dr. Mary Fernández.

If you are planning on coming to the Conference, but haven't booked your hotel yet, our Accommodations page on our website may be of use. We have information on hotels, transportation, and dining:

<http://mentor.unm.edu/conference/accommodations>

Membership Site

Our membership site will be ready in the Spring of 2015. Members will receive multiple benefits including:

- Access to 400+ research papers on a range of subjects pertaining to mentoring, including mentoring: STEM Fields, Graduate and Undergraduate Students, Fine Arts, Faculty and many other fields.
- The Chronicle of Mentoring & Coaching, a bi-monthly academic publication that includes bios and interviews from leaders in the field, mentoring tips, book reviews, literature reviews and more!
- A discussions area for networking! Create discussions, threads, and comment on other member's posts. An opportunity to connect and create dialogue with mentors and mentees all over the world!
- Access to Conference videos. Over the next few years, we will be releasing select video footage from the keynote and plenary sessions at the conference.
- Opportunities for publishing. In the next year, we will be providing publishing opportunities for our members. Stay tuned for more information coming soon!
- A \$100 Discount on the Mentoring Conference Registration Fee.



IMPORTANT DATES

FOR THE CONFERENCE

- August 30: Final Paper Submission Due
- October 12: Registration Deadline
- October 21- 24: 2014 Mentoring Conference

FOR THE MEMBERSHIP SITE

- September 1: Membership Site Launch Date

QUOTES

“Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence.”

-HELEN KELLER

“Success consists of going from failure to failure without loss of enthusiasm.”

-WINSTON CHURCHILL

“Victory is the child of preparation and determination.”

-SEAN HAMPTON

“Things do not happen. They are made to happen”

-JOHN F. KENNEDY





INTERVIEW WITH ANN ROLFE

Dr. Ann Rolfe has thirty years experience in learning and development and a background in career counseling, and is Australia's most published author on mentoring. For two decades, she has specialized in mentoring, setting up programs and training people in fields as diverse as health, construction, energy, communications, education, law and government. Internationally respected as a trainer, consultant and presenter, her training programs and resources are used in many countries to develop and support mentoring. Ann Rolfe's contributions to mentoring have been recognized with the 2011 LearnX Asia Pacific Platinum Award for Best Coaching/Mentoring Training Program and in 2013

“You need a well thought-out blueprint that clearly ties mentoring to important outcomes and maps out how they will be achieved and evaluated.”

Could you tell us a bit about Mentoring Works!?

I've been running my consultancy business since 1987. My background in career counseling and adult learning drew me to mentoring as a strategy for career development. The Mentoring Works brand identity was launched in 2005 when mentoring became the sole focus of the business. We now provide a suite of products and services to help plan, implement and evaluate mentoring. What we do is tailored to the needs and budget of the client and a much of it is delivered online via video, webinar, e-mailed courses and tips and the mentoring portal and customized resource centers. Last year I presented live, online into conferences in China and Texas from my office in Australia!

You are one of Australia's leading experts on mentoring. Are there any differences between mentoring in Australia and mentoring in the United States?

Australians see themselves as egalitarian, so mentoring models that emphasis partnership and collaboration rather than authority or status, are welcomed. There's less expectation of sponsorship in the mentor's role. The mentoree is encouraged to drive the relationship, set the agenda and choose the direction.

I find more and more acceptance of the idea that mentoring is a two-way street. Mentors facilitate the process and the relationship provides development for them as well as the mentoree. The relationship is dynamic and although the mentor may begin by leading, autonomy is important.

What is your best piece of advice for companies or organizations that are wanting to start mentoring programs?

Don't rush into it. Time invested in planning makes a huge difference if you want an effective mentoring strategy that is well implemented and produces important outcomes.

You need a well thought-out blueprint that clearly ties mentoring to important outcomes and maps out how they will be achieved and evaluated. You need a communication plan so that mentoring is recognized and welcomed by stakeholders. You need to ensure mentors and mentorees are recruited, selected, trained and properly equipped to succeed; and a structured support program that includes ongoing assistance, follow-up and feedback.

Our interview with Dr. Ann Rolfe continues on the next page...



IN THE NEWS

This month's selection of news articles relating to mentoring

Talent Journal:

[Mentoring could stop talent drain, Penna research claims](#)

Forbes:

[What My Mentor Taught Me About Being A Mentor](#)

The Wichita Eagle:

[Basketball draws Wichita Youths to new basketball mentoring program](#)

Nerd Scholar:

[Expert Advice: 8 Tips for Getting the Most Out of a Mentor](#)

Mashable:

[How to Accommodate Mentoring Requests When You're Really Busy](#)

Knoxville News Sentinel:

[Avast, ye mateys! Mentoring program takes to water to engage youth](#)

Forbes:

[One-Fifth Of Employees Are Not A Mentor Or A Mentee, But Yearn To Be](#)

Chicago Tribune:

[Youth program gets more funding](#)

Are there any common misconceptions when it comes to creating a mentoring program?

Unfortunately, mentoring may be a victim of its own success! Mentoring has become a buzz-word and some people see it as the solution to any problem. Among the misconceptions are that it:

- Costs nothing - mentoring is cost-effective but it is not free, it requires resources;
- Replaces training – mentoring develops people and increases knowledge and skills it complements and increases return on investment in training but it is not a substitute.
- Is a quick-fix - mentoring produces short-term results for some people but most of the organizational outcomes are longer term. That's why clear objectives and evaluation criteria should be identified in the planning phase.

You need to be realistic about what mentoring can and can't deliver.

You will be hosting a workshop session and a plenary session at the 2014 Mentoring Conference. Could you give us a brief preview of your presentations?

My presentations will expand on the themes mentioned above. I'm very concerned that organizations jump on the mentoring bandwagon without thinking about why. My plenary session is called: Mentoring (alone) Is Not The Answer: take a strategic approach and achieve much more! I'm going to step people through a strategic process that will enable them to identify measurable objective and benefits for all concerned but also explores the barriers and enablers that impact on their goals. Mentoring becomes part of an integrated strategy to achieve desired outcomes.

The pre-conference workshop is a hands-on exercise that takes participants right through the design of their own mentoring program. The design model shared in this workshop was used to develop the mentoring program that was awarded the LearnX Asia Pacific Platinum Award for Best Coaching/Mentor Training Program 2011.



MENTORING TIPS

We regularly post mentoring tips on our website. Here are some of the tips from last month:

Protégés and mentors alike need to be willing to step out of their comfort zones. Those who can consider new ideas and concepts will be most able to reap the benefits from a mentoring relationship.

Mentoring is a long term process, so it's normal to not see results immediately. Don't get discouraged by a lack of progress; keep attending and arranging meetings with your mentor or protégé. Resilience and determination are keys to successful mentoring outcomes.

A key to successful mentoring is frequency. Regularly schedule meetings with your mentor or mentee, and try to make mentoring a routine. Treat mentoring as part of your job and not an extra activity; making mentoring a priority will guarantee a more successful mentoring relationship.



DIVERSITY

More and more companies and organizations are starting diversity programs. However, implementing diversity programs and initiatives can often seem very challenging. Sometimes a little help is all that is needed to bring an idea into reality. Below we have provided some possible resources that may be able to help you bring an increased appreciation of diversity to your institution or company.

EEOC Regulations

The first step in the development of any program involving diversity should be to review regulations from the U.S. Equal Employment Opportunity Commission. The U.S. Equal Employment Opportunity Commission (EEOC) is a federal law enforcement agency, that enforces laws against workplace discrimination.

Company Diversity Programs

One of the best resources for the implementation of a diversity program is to take a look at what other companies and organizations are doing. Many corporations, such as Coca-Cola, Northrop-Grumman, Starbucks, and Johnson & Johnson have actively promoted diversity programs that can be used as examples.

Diversity Non-Profits

There are many non-profits that help with the creation of diversity programs. Do some research into organizations like the National Urban League, or the National Council of La Reza.

College Diversity Organizations

Many colleges and universities contain organizations that specialize in diversity. Groups like UNM's own Division for Equality and Inclusion can help with the implementation of diversity programs, and can be great starting points for finding further resources concerning diversity.

Cultural Institutions

Various cultural institution can be of great help with diversity initiatives. The National Hispanic Cultural Center here in New Mexico has a variety of educational resources on their website and also at their physical location.

Diversity Websites

For many the internet is the easiest resource to access. There are lots of great diversity websites online. diversityresources.com and diversityworking.com provide various forms of media that can assist in the development of diversity programs and initiatives.





Mentoring Institute