



Mentoring Institute



MENTORING & COACHING MONTHLY

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AUGUST

THIS MONTH IN MENTORING & COACHING

In this edition of Mentoring and Coaching Monthly, you will find an exciting interview with 2015 plenary speaker Dr. Stacy Blake-Beard. Her session, *Confronting Paradox: Insights from the Mentoring Experiences of Professional Indian Women*, will deal with a modern-day issue in mentoring, applicable to all men and women alike.

Throughout this edition, you will find highlights of the Mentoring Institute's social media and we will also share highlights from Facebook, Twitter, and more! We will provide campus photos and inspirational quotes, as well as some quick mentoring tips from this month.

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.

- **Coaching Skills for Managers and Leaders Seminar**

📅 August 24, 2015
📍 Oakland, CA
👤 Lupe Poblano

What if you had more time to really lead and manage? What must change for you to go from being a good leader to being a great leader? Learn the proven methods of a coaching approach to management and leadership in this highly interactive, skill practice.

- **Build Yourself with Mentoring Webinar**

📅 August 26, 2015
📍 Online
👤 Shawn Mintz

Join our colleagues at the International Mentoring Association (IMA) for a freewebinar. You will learn how to be the best mentor possible, how to find and engage your mentees, and even get some tips of being mentored yourself. After all,

- **Harvard Leadership and Healthcare Coaching Conference**

📅 September 25-26, 2015
📍 Boston, MA
👤 Amy Cuddy, Suzie Skinner, David Peterson, and many more!

The conference is led by the Institute of Coaching (www.instituteofcoaching.org) and will be highly informative for the seasoned executive or life coach, health and wellness coach, as well as healthcare providers considering adding coaching to their repertoire of services. Our keynotes and breakouts speak to recent developments in leadership coaching as well as the emerging coaching opportunities that can address the healthcare crisis of lifestyle-related chronic diseases.



LAST MONTH IN PHOTOS

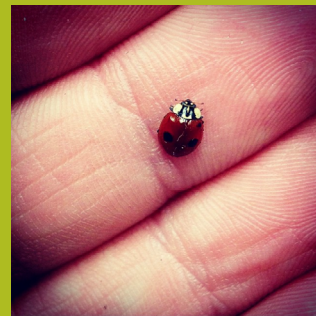
Photos taken around UNM, from our Instagram feed (@unmentoring)



Campus Architecture



Halls of Learning



Ladybug Lobo



MENTORING INSTITUTE NEWS

This has been an exciting month for the Mentoring Institute. We are expanding the scope of our work, and just welcomed four new employees to our team! With the addition of new talent, we can move forward with many new projects and directions.

Social Media

One of those projects is revamping our social media. Like and follow us now so you can be a part of the fun, new changes while they're happening!

Conference

Most excitingly, however, we are gearing up for our 2015 conference in October. We are going through hundreds of submissions and peer reviewing right now to bring you the best of research in our field. This will be one conference you don't want to miss!



IMPORTANT DATES

Peer Reviewed Papers Returned August 1: For those of you with submissions accepted for the conference, expect to get your articles returned at the beginning of the month.

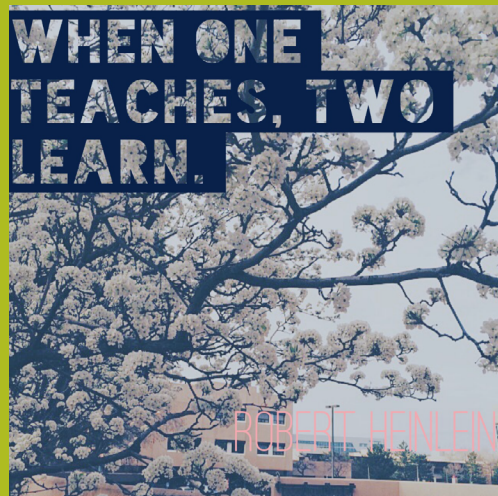
Final Paper Submissions Due August 30: Make all edits necessary from the peer review and submit your final papers at the end of the month.

Mentoring and Coaching Monthly comes out September 1: Presenters, celebrate the completion of your final drafts by reading the next month's newsletter!

Registration period ends October 10: Make sure to register for the conference and be a part of all of the new work happening in this field.

Conference begins October 20: Mentoring professionals, come and enjoy our 4 day conference and network with your peers in mentoring!

“QUOTES



INTERVIEW WITH STACY BLAKE-BEARD

2015 CONFERENCE PLENARY SPEAKER

CONFRONTING PARADOX: INSIGHTS FROM THE MENTORING EXPERIENCES OF PROFESSIONAL INDIAN WOMEN



Can you describe your background? How did you get into mentoring?

I am an organizational psychologist by training. I've spent time in both the academic arena (as faculty at Harvard University and Simmons College) and in the corporate sector (working brief stints for Xerox and for Procter and Gamble). I became interested in mentoring in the late 1980s. I read a paper that provided a provocative exploration of mentoring

and race from a scholar who went on to become my mentor. I decided that I wanted to build on my mentor's work and contribute to the field by delving into mentoring at the intersection of race and gender. There was very little research published that explored the experiences of someone like me—an African American woman. I wanted to change that—to address that gap.

What can those attending your speech expect?

Those attending my speech can expect that I will share what I've been learning since adding yet another dimension to my research—that of nationality. In 2007, I started teaching a course on gender in a business school in India. During my office hours, female MBA students would come to speak with me to get advice on navigating their careers. I began to wonder if mentoring played as important a role for these women as it does for women whom I'd studied in the U.S. Through my interviews with professional Indian women, I learned that mentoring is indeed an important developmental process for them but that there are different cultural considerations and constraints that also affect the relationship.

Without giving too much away, what role does mentoring play in the paradox that women in India are facing?

I was struck by the voices of the women I was interviewing—that they faced an interesting paradox. On one hand, there is great excitement about the role that women are going to play in India's continued emergence as a developing nation. I was talking with women who were professionals in fields ranging from computer science to finance. These women were excited about the opportunity to advance and develop in their fields and

*“IF YOU WANT
TO GO FAST,
GO ALONE. IF
YOU WANT TO
GO FAR, GO
TOGETHER.”*

Our interview with Stacy Blake-Beard continues on the next page...

to take on leadership positions in these different industries. But they also spoke about the pervasive expectation that women should be married, mothers (to sons) and home raising those children. The women whom I interviewed were struggling with how to manage cultural norms about gender roles and restrictive boundaries about where they should be in relation to their position/status at work.

Why did you choose to study the women in India?

I choose to study the women in India for a couple of reasons. Practically speaking, I wanted to have something to say in response to the questions and concerns that the MBA students coming to my office hours were raising. But I wanted more than that. As I started looking at the literature, I was reminded of my original foray into the mentoring literature, back in the early 1990s. Just as I didn't find much on the mentoring experiences of women of color in the U.S., I was not finding much on the mentoring experiences of professional Indian women. I wanted to contribute to our understanding of their experiences as I believe that we have much to learn from their perspective.

Does this paradox effect woman worldwide as well?

I don't believe that this challenge around family-work synthesis is unique to Indian women. Women all over the world face the dynamic of figuring out how to meet their family and personal obligations while also growing and building their careers. I received an invitation from an organization in Santiago, Chile – Comunidad Mujer. This organization uses formal mentoring to support women's career advancement; they had me come and work with mentors and protégés involved in their mentoring initiative. The conversations that I had with those participants were very similar to what I heard from people here in the U.S. And, guess what—women are not the only people facing this issue of family-work synthesis. Across the gender spectrum, people are dealing with how they can honor their families and at the same time dance ahead in their careers. Cultural dynamics are going to nuance this discussion but it is an important one that is being played out across the globe.

What advice do you have for women experiencing this paradox?

There is an African proverb that I draw upon when I am working with people who are navigating family-work dilemmas and opportunities. "If you want to go fast, go alone. If you want to go far, go together." This is the advice that I offer to women and men experiencing the challenges and opportunities of family-work synthesis. Look around. Determine who is going to help you. And then ask for that assistance. No one who has made it did so by herself or himself. I see mentoring as a critical developmental tool to help women and men get assistance and support of career and psychosocial support.

Our interview with Stacy Blake-Beard continues on the next page...



A MARTIAL ARTIST, ACTOR, TEACHER, PHILOSOPHER AND WIDELY CONSIDERED TO BE ONE OF THE MOST INFLUENTIAL MARTIAL ARTISTS OF ALL TIME. WHAT IF BRUCE LEE WAS YOUR MENTOR? THESE ARE HIS TOP 10 RULES FOR SUCCESS!



EVERYONE NEEDS A MENTOR. JUST LOOK WHO IS ONE OF JAY-Z'S MENTORS! FIND SOMEONE YOU ADMIRE LIKE WARREN BUFFETT AND ENLIST THEM IN YOUR SUCCESS!

THE SOCIAL NETWORK





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](#)

In your opinion, what makes an effective mentor/coach?

I believe we see the best of mentoring when mentors realize and draw upon not only the support that they offer to protégés. In addition to supporting their mentoring partners, effective mentors can leverage mentoring relationships to gain personal support for their careers. Mentors who really care about leveraging the process of mentoring know that the relationships provide an opportunity for win-win-win—that through effective mentoring, protégés benefit, mentors benefit and so do organizations.

What is one piece of advice you would offer to someone transitioning into a mentor position?

A piece of advice that I would offer those who are moving into the mentor role is to ensure that they are aware of the importance of reciprocity in building effective mentoring relationships. I'd ask those people who are mentors to be sure that they are aware of what they stand to gain as well as what they have to offer to mentoring partners. Reciprocity is critical.

Dr. Stacy Blake-Beard is a Professor of Management at the Simmons College School of Management where she teaches organizational behavior. Dr. Blake-Beard is a Senior Faculty Affiliate at the Center for Gender in Organizations at Simmons. Prior to joining Simmons, Dr. Blake-Beard was faculty at the Harvard University Graduate School of Education. She has also worked in sales and marketing at Procter & Gamble and in the corporate human resources department at Xerox. Dr. Blake-Beard's session is titled: *Confronting Paradox: Insights from the Mentoring Experiences of Professional Indian Women*.

MENTORING TIPS

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

Remember, even the mentor needs a mentor sometimes. Regardless of experience and age, mentoring is always beneficial to you.

It is easy to equate success with luck, however many of the most accomplished people in the world will say luck played no part in their success. It was all due to dedication and hard work. Talk with your mentor today about how you can apply yourself to create your own luck.

Communication can be difficult. The next time you find yourself in a communication bind, remember that everyone views the world through different eyes. What may be very clear to you could be out of focus for other individuals.



Mentoring Institute