



MENTORING & COACHING MONTHLY

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CALL FOR PROPOSALS AND PRE-CONFERENCE WORKSHOPS

The Mentoring Institute is now accepting proposals for presentations at the 2014 Mentoring Conference! We are particularly keen to receive proposals that are informative and relevant to the field of developmental relationships (including mentoring), supported by theory and research, and demonstrate ideas that are applicable to the conference theme. The term developmental relationship includes, but is not limited to mentoring, coaching, networking, and sponsorship relationships. The deadline to submit an abstract is May 15. For more information on requirements,

please visit our website!

In addition, we are excited to announce our two Pre-Conference Workshops! The first is by Dr. Ann Rolfe, who has thirty years experience in learning and development and is Australia's most published author on mentoring. She will hold a session titled *Designing Effective Mentoring Programs*, which will include sharing a design model that was used to develop the mentoring program awarded the LearnX Asia Pacific Platinum Award for Best Coaching/Mentor Training Program 2011. Our second Pre-Conference Workshop will be run by Dr. Jerry Willbur, writer of three books on leadership and mentoring published by major universities and several articles published in *ASTD Journal*, *Dental Economics*, and several mentoring publications. His presentation titled *The Power of Positive Mentoring* will explore the importance of the development of emotional intelligence 'people savvy' skills in the effective mentoring connection. Don't miss these exciting opportunities for an in depth look into mentoring with these two experts!

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.

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UNM MENTORING INSTITUTE SOCIAL MEDIA EXPANSION

With the conference approaching, the Mentoring Institute is embarking on a mission to strengthen its presence in social media. We recently created accounts for three new social networks: Instagram, Pinterest, and Google+. We have also provided links to all of our new pages, to make it easy for you to like or follow us today! Click on the icons below.



FACEBOOK

The Mentoring Institute has been active on Facebook since 2012. We frequently post quotes, news articles, and updates on the 2014 Mentoring Conference. We also have a number of pictures from previous conferences for you to look at.



LINKEDIN

Our main presence on LinkedIn is our company page, where we post mentoring tips and conference updates. We also have a mentoring group, and two new showcase pages: one for our Mentoring Site and another for our Mentoring Conference.



TWITTER

On Twitter we post quotes and news updates, in addition to retweeting relevant and interesting mentoring related tweets from other users. We have our largest audience on twitter, over 2000 followers and counting.



INSTAGRAM

Instagram is one of our three newest social networks. We plan on showcasing the University of New Mexico campus, and mentoring news from the Institute via pictures. We will use it as another platform to share pictures during the 2014 Conference.



PINTEREST

On our Pinterest page we have a number of interesting mentoring related infographics, quotes, and guides. For a good overview of mentoring in general, the content on Pinterest can be a good place to start.



GOOGLE+

Google+ is also one of our three newest social networks. We are hoping to use it just like Facebook, and post new Mentoring Institute updates, articles, and photos.

INTERVIEW WITH TAMARA THORPE, THE MILLENNIALS MENTOR

Tamara Thorpe is a Life Guide, Leadership Expert and Organizational Development Consultant. In 2006, she earned a Master of Arts in Leadership and Training from Royal Roads University in Victoria, British Columbia. She is currently focusing her efforts to meet the growing demand for mentoring and leadership development for the next great generation of leaders. Tamara Thorpe has presented multiple times at the UNM Mentoring Conference, most recently about millennials and the evolution of online mentoring.

Why have you decided to devote your time to the area of Millennial mentoring?

The Millennials Mentor is the culmination of my passion for leadership and collaborating with young professionals. I started my career as an instructor, working with international university students and I quickly learned that there was more to being a teacher than teaching. International students had needs beyond the classroom so it was quite natural to coach and mentor them as they navigated

“Mentoring millennials is a win-win for all of us.”

the complexity of life abroad. Throughout the years I’ve also been very active as a youth leader within my faith community and as a volunteer with several youth organizations, and now that many of those youth have reached young adulthood I see them facing new challenges with the downturn in the economy. I see a real opportunity for mentoring Millennials because they are so eager to learn and achieve, yet are keenly aware that there are areas where they need to grow and learn. In the face of the challenges in today’s job market, Millennials remain optimistic and are responding to adversity with creativity and initiative. Mentoring millennials is a win-win for all of us.

What are the biggest misconceptions people have when it comes to Millennials?

There is something quite unique about being in your twenties, it’s a time for personal growth and exploration. Psychologists like Jeffrey Jensen Arnett, refer to this time as “emerging adulthood”, characterized by feeling unstable and uncertain, yet optimistic and free. This is a time of transition, when you are learning to be an adult

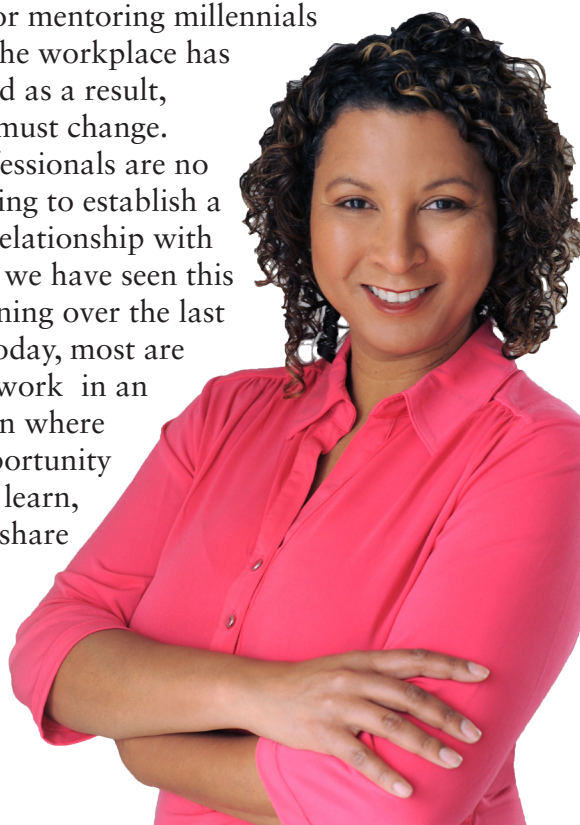
and take responsibility for yourself, but this comes with plenty of growing pains. Similar to previous generations, Millennials are taking a lot of criticism for those growing pains. The biggest misconception is that they are so different from former generations in their twenties. In the 70s the media referred to Baby Boomers as “materialistic slackers who cared more about themselves than society”, and in the 80s, Generation X was nicknamed the “Me” generation, a generation more interested in philosophizing than making something of themselves. Sound familiar?

Don’t get me wrong, generational differences do exist. Societal changes and world events certainly shape our worldview and values, but Millennials aren’t necessarily criticized for their worldview, but primarily for their inability to be like their older counterparts, aka a grown up.

Do the same mentoring strategies that are used for other generations also apply to the mentoring of Millennials?

Effective mentoring is effective mentoring! Effective mentors are curious about difference and should expect to mentor all of their mentees differently, because no two people are the same. The only reason we would have to consider different strategies for mentoring millennials is because the workplace has changed and as a result, mentoring must change. Young professionals are no longer seeking to establish a long-term relationship with companies, we have seen this shift happening over the last 25 years. Today, most are looking to work in an organization where there is opportunity to not only learn, but also to share their own

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experiences and then to move on to new and different challenges within 5 years. This has made the old model of the “elder and wiser mentor who espouses their wisdom onto another” in hopes up moving up the corporate ladder no longer relevant. To meet the needs of today’s workforce and workplace, mentors

“It is important to believe that mentors have just as much to learn as mentees.”

today must enter into mentoring relationships with a greater sense of equity and a desire for mutual reciprocity. It is important to believe that mentors have just as much to learn as mentees. And I don’t just mean technology and social media, while certainly this is something Millennials have to offer, there is plenty to be learned from those who are different from us, it only requires us to listen and be willing to learn as much as we are to teach.

What challenges can mentoring help this young generation overcome?

The unemployment rate for Millennials is at about 15% in the US, and the numbers are even higher across the globe, a staggering side effect of the 2008 economic crisis. The instability and lack of opportunity in the job market is bad for all of us, but the impact on the generation we promised a better future to has been significant.

They are struggling to find jobs within their profession, and even jobs that require a university degree. They have had to find alternative solutions to the career and life they had planned to have. This has not only impacted them professionally, but also personally. This has made mentoring even more critical for this generation because they are now venturing into uncharted territories of unemployment, unplanned careers, and entrepreneurship. Millennials are coming to the Millennial Mentor for life and career guidance, entrepreneurial support, and leadership development. They’re a confident generation, but the job market has shaken them, causing a blow to their self esteem and confidence in the future. Mentoring is an opportunity to help Millennials feel more confident and secure in their choices and equip them with the skills and knowledge they will need to succeed long term.

How have technology and social media influenced the mentoring of Millennials?

This is a challenging question because technology and social media has changed how we all live our lives and do business. Most Millennials certainly are more comfortable with technology and social media and access it more often. While some believe it has limited their capacity for engagement and social interaction, I believe it has empowered Millennials to make more connections around the world and maintain and sustain relationships in a new way. In elementary school I had a “pen pal” in France. We wrote to each other several times and eventually we stopped. From the age of 7, I went to summer camp and made amazing friendships. After camp we would call and write, but it soon came to an end. I met some great people in college and while studying abroad, and like camp, we made a few calls and wrote a few letters which quickly tapered off as our lives and locations changed. That doesn’t happen anymore, maintaining connections is so easy and accessible

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now that I think Millennials feel more connected to the world and the people they encounter in it. I just spent a week abroad volunteering with 150 Millennials from across South America in Medellin, Colombia talking to them about being agents of change, organizational leaders, and entrepreneurs. I forged some amazing new relationships and I’m excited to stay connected and see how they continue to engage and change the world. Today, we don’t have to say goodbye, we get to say, see you online, and I love that!

Tamara Thorpe has a great website that offers leadership tips, guides, resources, videos and development programs. <http://tamarathorpe.com/>

MENTORING IN THE MILITARY



Although the prevalence of mentoring in academic and professional areas is quite well known, the incredible popularity of mentoring in the United States Military is relatively under emphasized. According to Brad and Johnson (2010), a large survey of mentoring in the Army showed that 84% of soldiers had at least one mentor during their careers. While this percentage is certainly high, it shouldn't be too surprising. Individuals in the military operate within an organization that emphasizes close knit communities consisting of well defined hierarchies. The structured environment encourages one more senior soldier to mentor another less experienced soldier.

What makes mentoring so valuable for those serving in the Military?

The job of a soldier is not an easy one. It frequently includes long periods of time away from one's family, and lengthy hours filled with arduous work. Mentors can teach less experienced soldiers how to cope with stress, and deal with the hardships related to the job.

Mentoring is an invaluable tool for many in the military, not just during their service, but frequently afterwards too. Creating a new life after military service can be difficult for many soldiers, and the prevalence

of PTSD in returning soldiers signifies a need for post-service support. A mentor can provide guidance and support during the transition from soldier to civilian by assisting in job searches, helping veterans to earn a degree, or aid in general adjustment back to normal life.

Examples of Military Mentoring Programs

Army Mentorship Program:

The Army Mentorship Program was founded in 2005 to encourage mentoring beyond the chain of command. The program is voluntary and seeks to encourage the mentoring of the Army's future leaders. The program is online-based, and includes information, tools, chat rooms, and references to help create both formal and informal mentoring relationships.

Veteran Mentor Program:

The American Corporate Partners runs a mentoring program that pairs Veteran protégés with corporate mentors for a year long partnership. Paired based on goals and experience, they have discussions on resume building, interview skills, small business development, and networking. The program has seen high rates of satisfaction and success.

Don't Forget: Memorial Day is May 26th!

Sources:

Johnson, B., & Anderson, G. (). Formal Mentoring in the U.S. Military. *Naval War College Review*, 63, 113-126.

Army Mentor Program Link:

http://myarmybenefits.us.army.mil/Home/Benefit_Library/Federal_Benefits_Page/Army_Mentorship_Program.html

Veteran Mentor Program Link:

http://www.acp-usa.org/Mentoring_Program



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