



MENTORING & COACHING MONTHLY

IN THIS ISSUE

Introduction.....	1
Events and Photos.....	2
Mentoring Institute News.....	3
Antoinette Oglethorpe Interview.....	4
Diversity & News.....	5
Father's Day.....	6
Summer Mentoring.....	7

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THIS MONTH IN MENTORING & COACHING

You may notice a few changes in this issue of Mentoring & Coaching Monthly. We added two more pages, a new events and photos section, a section for Mentoring Institute News, a place for links to recent mentoring news articles, and a diversity section. We will continue revising and expanding this newsletter in the future, if you have any comments we would love for you to send us an email!

This issue contains an interview with Antoinette Oglethorpe, an expert in leadership development and career management from the United Kingdom. She provides some great insights into mentoring and the how to create successful mentoring programs.

We also have two articles relevant to the month of June, one focusing on the importance of preventing summer learning loss (commonly known as the "Summer Slide"), and another article about mentoring and fatherlessness.

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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EVENTS

Our list of mentoring and coaching related events occurring soon.

- **Long Live Mentoring Conference**

📅 July 24-26

📍 Oklahoma City, Oklahoma

👤 Joshua Dubois, Veronica De La Cruz, John Sowers

The Long Live Mentoring Conference presented by The Mentoring Project will be the first conference of its kind: a national conference focused on faith-based youth mentoring.

- **4th European Mentoring and Coaching Research Conference**

📅 June 26-27

📍 Cergy-Pontoise, France

👤 Max Rapp Ricciardi, Peter Hawkins

Hosted by the European Mentoring and Coaching Council, this conference has two keynote speakers, 20 workshop session speakers and a pre-conference MasterClass.

- **2014 UNM Mentoring Conference**

📅 October 21- 24

📍 Albuquerque, New Mexico

👤 Bob Garvey, Maggie Werner-Washburne, Ann Rolfe, Jerry Willbur, and Mary Fernandez.

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.

LAST MONTH IN PHOTOS

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



Flowers in bloom at UNM



Puddles after a rainy weekend



It's Beginning to feel like Summer

2014 Mentoring Conference

Our preparations for the 2014 Mentoring Conference continue, and we are excited to report that we received 432 abstract submissions this year. Our biggest year yet!

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.

For those attending or presenting at the conference there are a number of dates that you should be aware of:

- Paper Submission Due (First Draft): June 30
- Peer-reviewed Papers Returned: July 30
- Final Paper Submission Due: August 30
- Registration Deadline: October 12

Our Early Registration deadline is fast approaching. Register by June 15th and only pay \$350 for standard registration. After June 15th the prices go up to \$450, so act quickly. To register, visit us on our website:

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

Membership Site

We have a new launch date for our Membership Site: September 1st. Members will receive multiple benefits including:

- **Access to 400+ Research Papers.** These are 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!
- **Discussion forum to network & share ideas!** 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.



INTERVIEW WITH ANTOINETTE OGLETHORPE

Antoinette Oglethorpe is a Talent Management and Career Development Specialist. She has designed and implemented mentoring programs for a number of organizations and institutions including Accenture, XL Group and the Chartered Institute of Personnel and Development (CIPD). Her report “Talent Management - The Missing Link” will help you discover how to engage and develop your future leaders. You can download a free copy at www.antoINETTEoglethorpe.com/talent-management-missing-link

What first attracted you to the area of leadership development?

My first job was with Procter & Gamble and I was given management responsibility from Day 1. It was the most challenging but most rewarding aspect of my role. I quickly discovered that people and the way they behave are the key to success in business. P&G used managers to deliver a lot of their corporate training so I became a management skills trainer in addition to my role. Before long I realised I preferred developing people to developing washing powders. That’s when I made a career change and have specialised in leadership development ever since.

From the perspective of an institution, what are the first steps to take when creating a mentoring program?

I use a four stage approach when developing a mentoring program for an organisation or institution. Those four stages are: 1. Engagement; 2. Training; 3. Matching; 4. Support & evaluation. The first step to take as part of the Engagement phase is to bring a group of key people together to help plan the programme. An inclusive approach not only gathers valuable ideas but also minimises any obstacles.

What is the biggest mistake that institutions make when creating a mentoring program?

The biggest mistake I see is not training mentees. Mentoring is a two way relationship. Most organisations recognise that mentors need training to develop the skills to have effective mentoring conversations and support mentees. But mentees also need training in how to get the best from their mentor and how to take ownership for developing themselves and their career.

What are some of the differences between coaching and mentoring? Are there times when it can be difficult to discern the two?

This is always a grey area. Both activities involve helping an individual come up with ideas and solutions to make progress with a challenge they want to address. And in both cases it is up to the individual to decide how they are going to act on those ideas and solutions. The simplest distinction I can make is that in coaching all those ideas and solutions come from the individual; in mentoring ideas and solutions are generated together through reflection and sharing of experience.

How is an individual supposed to know whether a coach or a mentor would better fit their situation?

A complicating factor is the fact that coach and mentor are words used to describe the people carrying out the activity as well as the activity itself. In reality the activities are rarely clean-cut. A coach might do some mentoring and a mentor is likely to use coaching skills. For that reason I’m not sure the labels are too helpful. It is more important that the individual is clear on what support they would like and can then find the right person - coach or mentor- to provide that.



DIVERSITY

3 Reasons to Promote Workplace Diversity

1. Diversity Helps Solve Problems

Working with different types of people exposes you to a variety of perspectives and ideas. This can come in handy during the completion of a project: multiple viewpoints can result in a more innovative product.

2. Demographics are Changing

By 2050 the United States will lack a clear ethnic majority. Companies need to reflect this fast approaching change and ensure that their hiring practices are inclusive of a variety of people in order to successfully compete.

3. It's Good for Marketing

Today's global economy is more diverse than it has ever been. To ensure that products meet the demands of consumers, more and more companies are hiring a diverse range of people. These employees can use their unique backgrounds to help their company understand their customer base, and market appropriately.



IN THE NEWS

This Months Selection of News Articles

Government Executive

[5 Tips for Finding Your Mentor at Any Age](#)

Forbes

[Why More Women Should Seek Out Mentors](#)

news-press.com

[Southwest Florida Special Mentoring Program Has Flavor](#)

CNN Money

[5 Mentor Mistakes to Avoid](#)

The New York Times

[Partnerships That Blend the Skills of Two Generations](#)

The De Moines Register

[Mentoring New Teachers Can Boost Students' Learning](#)

The Siskiyou

[First Year Mentor Program Helps to Increase Retention with Participants](#)



MENTORS AS FATHERS

Fathers play a critical role in the development and well being of their children. Unfortunately, an increasing number of children live in fatherless households. Some alarming statistics from the Department of Justice illustrate issues associated with living in a fatherless household.

- 90% of all homeless and runaway youth are from fatherless homes
- 85% of children who exhibit behavioral disorders are from fatherless homes
- 71% of high school dropouts are from fatherless homes
- 70% of youths in institutions are from fatherless homes (Wilson, 1999)

While an ideal world would include a supportive father for every child, this is sometimes simply impossible. However, a good mentoring relationship can replicate many of the same functions that a father normally provides and can help reduce the negative effects of fatherlessness. Mentors can encourage children to focus on education, and do well in school. They can improve a child's attitude



towards parents, teachers and peers. Moreover, a mentor can provide friendship and emotional support when necessary.

Mentoring doesn't just benefit children. Mentoring can also serve as an example to parents, inspiring active involvement in the development and growth of their children. The value of mentoring fatherless children isn't going unnoticed. A number of programs are helping to reduce the harmful effects of fatherlessness through mentoring.

Mentoring Programs Making a Difference

Steve Harvey Mentoring Program for Young Men

The Steve Harvey Mentoring Program for Young Men aims to stop fatherlessness before it happens. The program combines disadvantaged young African- American men and positive male role models. They program aims to teach positive principles, such as integrity, patience, discipline, and respect, with the goal of creating responsible young men and good future fathers.

Link: <http://steveharveymentoring.com/>

The Mentoring Project

The Mentoring Project is a movement training mentors to connect with fatherless and at-risk youth. Through workshops, national mentor recruitment, and the creation of sustainable mentoring communities, The Mentoring Project aims to confront the fatherless epidemic.

Link: <http://www.thementoringproject.org/>

Don't Forget, Fathers Day is June 15th!

Wilson, C. (1999, January 5). What Can the Federal Government Do To Decrease Crime and Revitalize Communities. Retrieved from U.S. Department of Justice website: <https://ncjrs.gov/pdffiles/172210.pdf>



SUMMER MENTORING

For students across America, summer break is a time of fun and relaxation. However, this time off from school is also associated with a loss of academic skills, especially in areas like math and reading.



This phenomenon, nicknamed the summer slide, reverses many of the important gains that children make over the school year. According to a 1996 study, Kids lose an estimated 2.6 months of learning in math. Among low income children an average of 2 months in reading achievement is erased (Cooper, 1996). These learning losses have the capacity to compound year after year, leading to children falling further and further behind in school as they progress through middle and high school. Even more alarming, the summer slide tends to harm low income children the most, a major problem considering these are the children that are in most need of academic help.

Mentoring and the Summer Slide

“Practice Makes Perfect” is a New York City based program aiming to help solve the summer slide with the help of mentoring. Through a 6 week program, featuring 200 hours of remedial

instruction, the program aims to reverse summer learning loss. During the program, students work in small groups, learning about math and writing under the supervision of a high achieving peer mentor. These mentors help students work through material, and inspire them to work harder during the upcoming school year. Assessments show that in previous years, Practice Makes Perfect has not only stopped the summer slide, but also resulted in small academic gains in the students.

The program is not only working, but also claims to be cheaper than other forms of summer schooling. According to the *New York Times*, New York City spends \$45 million every year on summer schooling, which amounts to about \$1338 per child. Practice Makes Perfect spends only \$250 per child due to its use of peer mentors instead of traditional teachers.

Peer mentors are advantageous in other ways too. Unlike traditional teachers, these high performing peer mentors have the ability to create an environment of positive peer pressure. Because they are from the same areas and neighborhoods as the students, they are able to exact a good influence in a way that is relatable and that a normal teacher would be incapable of.

Mentors like those from Practice Makes Perfect are providing great remedial assistance to those most in need. As this program has shown, mentoring is a good and cost effective way to educate children. The program hopes to continue it's success this summer. For more information on Practice Makes Perfect, visit their website:

Link: <http://practicemakesperfect.org/>

Cooper, H., Nye, B., Charlton, K., Lindsay, J., & Greathouse, S. 1996. “The effects of summer vacation on achievement test scores: A narrative and metaanalytic review.” *Review of Educational Research*, 66, 227–268.





Mentoring Institute

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