



Mentoring Institute



MENTORING & COACHING MONTHLY

IN THIS ISSUE

- Introduction.....1
- Events and Photos.....2
- Mentoring Institute News.....3
- Interview with Jerry Willbur.....4
- Interview with Jerry Willbur.....5
- American Protégés.....6
- Soccer & Mentoring.....7
- In the News.....8
- Diversity.....9

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THIS MONTH IN MENTORING & COACHING

It's hard to believe that we have already published five issues of *Mentoring & Coaching Monthly*. This is our longest issue yet, and we're excited to continue bring you even more unique content as we approach the 7th annual Mentoring Conference.

With the 2014 Mentoring Conference only four months away, preparations are picking up pace. In this issue we have an interview with one of our conference speakers, Dr. Jerry Willbur, who will be hosting a plenary session as well as a pre-conference workshop.

We have a couple of articles related to events occurring this month. In celebration of Independence day, we have an article about mentors of famous American historical figures. Additionally, since the world cup is in full swing right now we have an article on a great soccer mentoring program happening in Taos New Mexico. As always, feel free to sent comments or suggestions to us via email (guerins@unm.edu) or social media!

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.

- **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.

LAST MONTH IN PHOTOS

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



We've been seeing more rabbits around UNM



A great New Mexico sunset



A bee taking advantage of some flowers

2014 Mentoring Conference

The start of the 2014 Mentoring Conference gets closer every month. 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:

- Peer-reviewed Papers Returned: July 30
- Final Paper Submission Due: August 30
- Registration Deadline: October 12

If you haven't yet, registration for the Conference is open on our website:

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

We now have basic overview of the conference for scheduling purposes. To view it, click the link below:

http://mentor.unm.edu/docs/conference-programs/overviews/2014_Conference%20Overview_Web.pdf

Membership Site

Our membership site will be ready by September 1st. 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.

More information is available on our website:
<http://mentor.unm.edu/members/about>





INTERVIEW WITH JERRY WILLBUR

Dr. Willbur holds a Doctorate in Human Resource Development and has over twenty years of senior executive experience in organizational effectiveness, operations, sales, business training, human resources and strategic planning. He is currently Director Vice President Emeritus for the IMA and head of The Leadership Mentoring Institute. Over the years Dr. Willbur has written three books on leadership and mentoring published by major universities and several articles published in ASTD Journal, Dental Economics, and several mentoring publications.

Could you tell us about your work and research at the Leadership Mentoring Institute?

The Leadership Mentoring Institute is only one of my activities, but I admit it is the one I get the most enjoyment from. I am now using it as a non-profit to help set up mentoring programs for young children that are facing challenges in life. We focus on children in the K-5 grades, believing early intervention is best. We have published several papers on the tremendous impact mentoring can have with children this young—especially when we use it to teach children success oriented skills such as goal setting, active and authentic communications, encouraging peers, etc. So many of our children come from negative and stress filled environments with very little positive adult input. We use trained older mentors to connect with the children and teach these skills as well as to ‘read with not to’ young people. Along with Dale Baugh, the Director of Live Your Dream Foundation, I will be co-presenting a session at the UNM conference on using literature and success skills to mentor challenged students. Once you see the powerful impact caring mentors can have on young minds it changes your life forever! I never plan to retire, just reload, and spend full-time trying to get more people involved in this type of mentoring!

You have decades of experience in the field of mentoring. How has mentoring changed over that time?

When I started researching mentoring back in the 1970’s there was a lot of confusion as to what mentoring was. Many of the earlier researchers referred to it as sponsoring or even discipling. It is easy to forget that much of management until the 1970’s was concerned more with manufacturing and the proper use of machines and less with

“Once you see the powerful impact caring mentors can have on young minds it changes your life forever!”

developing people. Leadership was focused more on finance and command and control. In 1966 Peter Drucker came out with a revolutionary book “The Effective Executive” and really popularized the idea of a more people oriented style of leadership. One of his five main points was that an effective executive builds on strengths of both the organization and its people. Soon thereafter the Japanese leadership style was introduced to the USA, sort of a shock and awe experience, as it had a huge and devastating impact on the automobile and steel industry, among others. People wanted to know what their competitive secret was, how did they create such a disciplined workforce and quality products? Many American researchers went to Japan to study their approach, especially the House of Mitsui’s several hundred year old system for developing highly effective managers. What they discovered was a mentoring system, or at least a strong emphasis on one-on-one interaction. Over the years as we have moved more into the era of high tech knowledge workers and the service industries, the emphasis has continued to grow on the importance of people rather than

machines. As people researched how to be more effective as a people-oriented leader, the case for mentoring became stronger. The research on effective mentoring has become very extensive and I don't think very many people question it as a tool to develop leaders any more. Now it is more how do we integrate mentoring into our overall strategy and culture? People are starting to recognize that the only sustainable competitive advantage many organizations have is talented people, and mentoring is a great way to attract and retain them.

How do you think mentoring will change in the future?

I think a lot of the change will come out of work being done right here at the UNM's own Mind Research Network with the work of Dr. Kent Kiehl and others. This is why I am excited about speaking at the conference. UNM is on the leading edge of doing brain imaging and seeing the impact various activities have on the brain. We now know the human brain remains very 'plastic' even until late in life, allowing it to adapt as we learn new tasks. While we may not be able to show an actual cause and effect, I think we will eventually see a correlation between

“I think we are on the verge of being able to see in brain scans the actual impact of mentoring...”

people being mentored and the making of new neural connections and improved functioning in the brain. For example, at the Mind Research Network and elsewhere they are doing a lot of research into the paralimbic system in the brain. This system seems to have a lot to do with developing or at least exhibiting emotional intelligence, something I feel is critical to effective mentoring. Why this excites me is that in the past we who practiced mentoring could sense it working and see the results in changed behavior

from an effective mentoring relationship. But many people always viewed it as 'touchy feely' and not really scientific. Now I think we are on the verge of being able to see in brain scans the actual impact of mentoring, as the effective mentoring connection possibly helps elevate or release neurotransmitters such as serotonin and dopamine, improving learning and retention. I think all of this will just solidify mentoring, the powerful one-on-one connection, as a key to human development.

What is the best piece of advice you can give to someone wanting to enter into a workplace mentoring relationship?

I mentioned that The Leadership Mentoring institute is only one element of what I do in mentoring. My other job is serving as Senior Vice-President, Chief Talent Officer for Delta Management Group. This is a healthcare support services organization I've helped form over the last seven years. Our mission is to help hospitals compete more effectively and efficiently in a difficult and ever more competitive market place. We feel the key to success is developing leaders at every level of the organization. What I do with Delta Management is executive mentoring. I have developed systems to identify strengths in leaders, and then design customized development programs to help them build on their strengths. So the best piece of advice I can suggest to someone entering into a workplace mentoring relationship is to first prepare yourself. For example, I suggest people go get a paperback book like "Go Put Your Strengths to Work" by Marcus Buckingham and you can take the Gallup Strengths Finder survey. If you know your strengths, and find a subject or job you have a passion for that utilizes them, it makes it much easier for a mentor to work with you. If you can identify strengths you don't have but desire, or need to improve on, and recognize the strength in someone else, it makes a great approach to contact them and say I've noticed this strength in you and wonder if would give me ideas

(Continued on page 8)

PROMINENT AMERICAN PROTÉGÉS

Throughout the history of the United States, mentoring has impacted some very important individuals. Thomas Jefferson, Theodore Roosevelt and John Madison all had mentors who helped guide them to become the figures of American history that we all know today.

George Wythe & Thomas Jefferson

George Wythe was a law professor, judge, and scholar who taught at the College of William & Mary during the late 1700s. It was there that he met a young student by the name of Thomas Jefferson. George Wythe and Thomas Jefferson quickly formed a bond, resulting in Wythe assisting Thomas Jefferson with his legal studies for 5 years. His guidance and mentorship eventually helped lead to Thomas Jefferson's rise into politics writing of the Declaration of Independence. George Wythe himself signed the document, a testament to his mentees significant achievements.

William Sewall & Theodore Roosevelt

William Sewall met Theodore Roosevelt in 1878, when Roosevelt was a 20 year old Harvard graduate. The pair soon became great companions, embarking on canoe trips, hiking trecks, and mountain climbs. Sewall, who was about 13 years older than Roosevelt, came to be somewhat of a guide to the young Roosevelt, teaching him the ways of an outdoorsman. Roosevelt was inspired by Sewall, and would go on to be a champion of the environment, establishing five national parks. They kept in contact even during Roosevelt's presidency; Sewall was invited to the White House shortly after Roosevelt's inaguration.

Thomas Jefferson & John Madison

Thomas Jefferson and James Madison met in 1776. Madison, who was eight years younger than

Jefferson, greatly admired his experience in politics. They came to be companions, sharing similar views on government and working together on many project. Like many mentoring relationships, they had their disagreements. The pair had trouble finding common ground on specifics concerning the Constitution and Bill of Rights. However their friendship persevered, and Jefferson's mentorship was substantiated when Madison followed Jefferson's lead to become the fifth President of the United States.





SOCCER & MENTORING

With the world cup in full swing, we thought that it would be appropriate to take a look at great soccer mentoring program taking place right here in New Mexico.

Soccer may not be the first thing that comes to mind when thinking of the small city of Taos, New Mexico. However it is there that every summer “Soccer in the Park” and “Soccer After Dark” youth mentoring programs take place. These two programs aim to combine the development of soccer abilities with the growth of life skills. Many of the participants come from disadvantaged backgrounds, and the programs help fill a void where there is a lack of access to quality athletic and educational opportunities.

Soccer in the Park and Soccer After Dark originate with Michael Hensley, an artist from Taos. Due to his children’s interest in soccer, he decided to develop a program that combined soccer skills development and small-sided street soccer. After a number of successful seasons with many of the same children, Hensley decided to experiment with having some of the older participants run a few of the activities with the younger groups. Michael explained that he felt that “it would be helpful for developing leadership qualities, they were of an age where community service for college applications was helpful, and more importantly I thought they would do a better job of relating to the younger participants than I would.” Sure enough, the idea of having the older participants mentor the younger ones turned out to be a great success. After over 20 years, these programs are still continuing this summer.

Soccer in the park and Soccer After Dark aim to be inclusive of all ages, genders and skill levels. Creativity, experimentation, and the opportunity to make mistakes are the norm. According to Hensley,



“The positive and enthusiastic nature set by the examples of the mentors is infectious. I believe this to be the driving force that keeps them coming back. One of the few guidelines is that they always have respect for each other and for the game. The lessons learned are not just soccer lessons but life lessons.”

According to Michael, an unexpected by product of the program has been the moral support that the older players have provided. It isn’t uncommon for older players to assist the younger ones with academic issues or even personal problems that arise. He notes that “I feel the relationships that are forged through the soccer program help break down barriers to enable these relationships to blossom in other avenues of the youngsters lives.”

Youth mentoring isn’t easy. However, by using soccer method to encourage peer mentoring, Michael Hensley and his soccer programs are making an important impact on the Taos community.

Special thanks to Michael Hensley for answering our questions for this article! For more information on his programs please visit: <http://taosoccer.com/index.htm>



DIVERSITY

TED is a global set of conferences aiming to spread innovative ideas. Here are some of our favorite TED Talks on Diversity. (Clicking the play button will launch the video in a browser window)



[Temple Grandin: The world needs all kinds of minds](#)

Temple Grandin, diagnosed with autism as a child, talks about how her mind works — sharing her ability to “think in pictures,” which helps her solve problems that neurotypical brains might miss. She makes the case that the world needs people on the autism spectrum: visual thinkers, pattern thinkers, verbal thinkers, and all kinds of smart geeky kids.



[Susan Cain: The power of introverts](#)

In a culture where being social and outgoing are prized above all else, it can be difficult, even shameful, to be an introvert. But, as Susan Cain argues in this passionate talk, introverts bring extraordinary talents and abilities to the world, and should be encouraged and celebrated.



[Wade Davis: Dreams from endangered cultures](#)

With stunning photos and stories, National Geographic Explorer Wade Davis celebrates the extraordinary diversity of the world’s indigenous cultures, which are disappearing from the planet at an alarming rate.



[Chimamanda Ngozi Adichie: The danger of a single story](#)

Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice — and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.



Mentoring Institute