



Mentoring Institute



MENTORING & COACHING MONTHLY

SPECIAL CONFERENCE PREVIEW EDITION

IN THIS ISSUE

Introduction.....	1
Events and Photos.....	2
Mentoring Institute News.....	3
Speaker Overview.....	4
Speaker Overview.....	5
Interview With Bob Garvey.....	6
Interview With Bob Garvey.....	7
Conference Through the Years.....	8
Interview with Mary Fernández.....	9
Interview with Mary Fernández.....	10

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THIS MONTH IN MENTORING & COACHING

We are getting very excited for the start of the 2014 Mentoring Conference! This years Conference begins October 21 and runs until October 24. If you haven't registered, you can still do so until the 10th of this month. We are very excited to see many of you there, and we are confident that this year's conference will be our best one yet!

In this Special Conference Preview Edition of Mentoring & Coaching Monthly, we have an overview of our six main Conference Speakers, as well as descriptions of their presentations. Additionally, we have an interviews with Dr. Bob Garvey and Dr. Mary Fernández. Dr. Bob Garvey is this years keynote speaker, and is one of Europe's leading academic practitioners of mentoring and coaching. Dr. Mary Fernández is the CEO of MentorNet, and will be hosting a plenary session at Conference.

We are looking forward to meeting you in October! If you have any questions pertaining to the Conference, take a look at our website, email us, or contact us on 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.

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 assists 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 contributes 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.

- **SIAST Inter-Professional Mentorship Conference**



May 24-26, 2015



Regina, Saskatchewan



Ann Rolfe, Keith Walker

Join professionals from business, industry and education in this three-day event focused on exploring mentorship opportunity and developing effective mentorship programs within your organization. Conference highlights include: an international keynote speaker, local mentorship champions, and opportunity to network and share mentoring experiences.



LAST MONTH IN PHOTOS

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



Yucca found on campus



Pueblo style architecture by the Mentoring Institute



Blue skies at UNM



MENTORING INSTITUTE NEWS

2014 Mentoring Conference

The 2014 Mentoring Conference is happening this month! The 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 five plenary sessions, run by Dr. Maggie Werner-Washburne, Dr. Ann Rolfe, Dr. Jerry Willbur, Dr. Carlos E. 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 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

- October 10: Registration Deadline
- October 21- 24: 2014 Mentoring Conference

FOR THE MEMBERSHIP SITE

- Spring 2015: Membership Site Launch Date



QUOTES

"Goals are dreams with deadlines."

- DIANA SCHARF HUNT

"I can't change the direction of the wind, but I can adjust my sails to always reach my destination."

-JIMMY DEAN

"People may hear your words, but they feel your attitude."

-JOHN C. MAXWELL

"Your present circumstances don't determine where you can go; they merely determine where you start."

-NIDO QUBEIN



MEET THE CONFERENCE SPEAKERS



BOB GARVEY, PH.D.

Dr. Bob Garvey is Professor of Business Education at York St. John Business School. He is one of Europe's leading academic practitioners of mentoring and coaching, and an experienced mentor/coach. His bestselling practitioner book, The Mentoring Pocket Book is now in its 3rd edition.



MAGGIE WERNER-WASHBURNE, PH.D.

Dr. Maggie Werner-Washburne received a BA in English from Stanford, she completed her PhD and postdoctoral work at the University of Wisconsin-Madison. Over the past 11 years, she has been director of the NIH-funded IMSD program, helping graduate 33 URM PhDs nationally.



MARY FERNANDEZ, PH.D.

Dr. Mary Fernández is CEO of MentorNet, a national mentoring organization that provides the opportunity for all STEM students, nationwide and in all levels of higher education, to have access to mentors who are professionals working in STEM fields.

KEYNOTE SESSION

The Dynamics of Coaching & Mentoring Relationships in the Workplace

This keynote presentation explores some of the key elements of the dynamics of mentoring and coaching relationships, and considers the consequences for operationalizing schemes in the workplace.

The keynote will first explore the historical discourses of coaching and mentoring and then develop this knowledge to consider the relationship dynamics. The presentation will consider how these elements may be best woven into the design of schemes.

PLENARY SESSION

Mentoring for Life: Inspiring Today's Students to Become Tomorrow's Most Creative, Thoughtful Leaders

This plenary session will address the importance of fostering emotional intelligence and psychosocial support in the mentoring relationship for the development of scientists and researchers, and propose best practices for successful application in scientific research fields. This session highlights the importance of creativity for success, barriers such as the Imposter Syndrome and Implicit Bias, and best-practices for success in scientific research fields.

PLENARY SESSION

Creating a Sustainable STEM Talent Pipeline

Since 1997, MentorNet has paired more than 32,000 STEM student protégés with professionals working in STEM fields in guided mentorships that help mentors and protégés tackle key non-academic issues affecting student success.

I will share insights on how one-to-one mentorships – guided by developmentally appropriate topics and delivered on a modern, scalable social network designed for mentoring – can help tens of thousands of STEM students persist and succeed.



CARLOS E. CORTÉS, PH.D.

Dr. Carlos E. Cortés is Professor Emeritus of History at the University of California, Riverside. Since 1990 he has served on the summer faculty of the Harvard Institutes for Higher Education, and since 1995 has served on the faculty of the Summer Institute for Intercultural Communication.



ANN ROLFE, PH.D.

Dr. Ann Rolfe has thirty years experience in learning and development, and is Australia's most published author on 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.



JERRY WILLBUR, PH.D.

Dr. Jerry Willbur is currently Director Vice President Emeritus for the IMA and head of the Leadership Mentoring Institute. Over the years Dr. Willbur has served as a Senior Vice President for such large Fortune 500 companies as ServiceMaster and S.C. Johnson.

PLENARY SESSION

PLENARY SESSION: Reaching Across: Mentoring in a Multicultural Society

In our increasingly multicultural nation and shrinking globe, all of us are likely to mentor — and be mentored by — people with whom we share both similarities and differences. This talk will address the opportunities and challenges inherent in such mentoring. In particular, it will consider some of the complexities of what it means to be engaged in a mentoring relationship that involves diversity including such factors as race, ethnicity, age, sex, religion, sexual orientation, gender identity, language, or disability.

PLENARY SESSION

Mentoring (alone) Is Not The Answer: Take A Strategic Approach And Achieve Much More!

Based on two decades of experience, this session will explore the place of mentoring in achieving the strategic objectives of organizations while meeting the development needs of individuals.

It will provide a process for: Determining realistic outcomes for workplace mentoring; Identifying the barriers and enablers to goal achievement and; Focusing on the development needs that mentoring can address.

PLENARY SESSION

Creating a Sustainable STEM Talent Pipeline

Based on research conducted by the Leadership Mentoring Institute, and recent breakthroughs in brain scan technology, this plenary will discuss mentoring strategies for establishing highly effective organizations, and how neuroscience can be used across disciplines to supplement existing research. It will provide a process for: Determining realistic outcomes for workplace mentoring; Identifying the barriers and enablers to goal achievement and; Focusing on the development needs that mentoring can address.

SPECIAL SESSION

Special Conversation With Alana: One Boy's Multicultural Rite Of Passage

"A Conversation with Alana" is a one-hour, one-person autobiographical play written and performed by Carlos E. Cortés.

WORKSHOP SESSION

Designing Effective Mentoring Programs

Ann Rolfe will share a tried and tested mentoring model that was awarded the LearnX Asia Pacific Platinum Award for Best Coaching/ Mentor Training Program 2011.

WORKSHOP SESSION

Designing Effective Mentoring Programs

This pre-conference workshop will use both qualitative and quantitative research, plus insights from thirty years in the field of mentoring, to explore the importance of the development of emotional intelligence 'people savvy' skills in the effective mentoring connection.



INTERVIEW WITH DR. BOB GARVEY

Bob Garvey is Professor of Business Education at York St. John Business School. He is one of Europe's leading academic practitioners of mentoring and coaching, and an experienced mentor/coach. He works with a range of people from all business sectors including the voluntary sector, the arts, the health sector, as well as, small businesses and large corporations. Bob subscribes to the 'repertoire' approach of coaching and mentoring. Bob is a lively and engaging international conference speaker. Recent examples are EMCC Research Conference in Dublin, APEGA in Canada, the ICF in Lithuania and Latvia, and the African Management Forum, in Sudan. He has published extensively. His bestselling practitioner book, *The Mentoring Pocket Book* is now in its 3rd edition. His most recent work is in the *Major Work Series* for Sage titled "*The Fundamentals of Coaching and Mentoring*." This is a reference collection of 130 papers in 6 volumes with a substantial editor's introduction. Currently he is working on a new text for Sage with professors David Gray and David Lane on coaching and mentoring in social contexts.

*"For me,
mentoring is my
contribution to
the future leaders
of our country."*

You have assisted individuals with mentoring initiatives in a variety of fields and areas. What about workplace mentoring makes it unique when compared to mentoring in other environments?

Workplace mentoring is an interesting area because there are many potential difficulties. Workplace mentoring is also a 'construction' which is designed to mimic natural mentoring so it needs to be as close to that as possible. One of the difficulties is the power dynamics that might be played out in the relationship. The mentoring arrangements need to be carefully considered - and even that doesn't guarantee that the organization will miss the pitfalls! This is because mentoring is essentially a human relationship and as human beings we are both brilliant at relationships and really bad at them as well! So, firstly, it is important to recognise the potential uniqueness in the relationships at work. If the organization has a mentoring scheme it is important to consider:

- What the scheme is for and who it is for?
- There needs to be a high degree of voluntary participation
- The mentors need training in non-directive, developmental mentoring skills and the mentees (protégés) need orientation towards the scheme
- There needs to be a transparent process for matching people and there needs to be a 'graceful exit clause'
- The scheme needs to be managed with a very light touch
- Line manager mentoring is fraught with problems - not recommended
- Evaluation needs to be on going and developmental

You're a well published author with many books on mentoring and coaching best practices. Are there any well known mentoring practices or ideas that you have a different take on?

Yes! For example, a lot of research and literature is based on the idea that mentoring is a good thing. In my view it is important to consider carefully the context in which mentoring takes place as this is a major influence on how it works (or not) in practice. Workplace mentoring is constructed within the context of a strong managerial discourse. This discourse is based on what I call 'rational pragmatism'. So, success in management terms is linked to setting and achievement of goals. For example, Sosik & Godshalk, (2005) suggest that the professed purpose of a mentoring scheme determines its operation. However, my research suggests that there are many examples of where participants within mentoring at work completely ignore and dismiss the 'professed purpose' of the scheme because it is not relevant to them and that their objectives and goals are often deeply personal and change as the relationship progresses (Chadwick-Coule & Garvey, 2009). This is because mentoring relationships are dynamic. There



IN THE NEWS

This month's selection of news articles relating to mentoring

The Pharmaceutical Journal
[Becoming a better mentor](#)

Harvard Gazette
[The value of mentoring](#)

Fortune:
[Why young workers avoid mentors](#)

Computerworld
[IT puts millennials to work, as mentors](#)

Huffington Post Business
[Mentoring Millennials for Management](#)

Forbes
[The Modern Mentor In A Millennial Workplace](#)

The New York Times
[It Takes a Mentor](#)

are implications for evaluation and research activity on mentoring relationships in the work place. Much research treats mentoring relationships as if they are 'fixed points'. If they are dynamic new approaches to research need to emerge which acknowledges the dynamic nature of these relationships. Also, there is a challenge for the 'rational pragmatic' manager here who measures success by the achievement of pre-specified goals which, in dynamic relationships, might not be achieved.

Have you come across any differences between mentoring in Europe and mentoring here in America?

Yes! Broadly speaking the US model of mentoring favours career sponsorship and the European model favours a longer term developmental approach. It is interesting to note that there is a third stream hybrid form of mentoring developing in Europe under the guise of 'talent management'. Here, development is a key element but career progression is also part of the agenda. In the US, more non-directive developmental approaches to mentoring seem to be developing. This may be the influence from the coaching world.

Could you give us a brief taste of some of the insights you will provide during your keynote session?

I plan to have a quick run through 20 years of research! This looks at the historical development of mentoring and coaching showing how these activities developed through social exchange. I will also look at relationship dynamics and consider how these impact on workplace mentoring in terms of research and evaluation. I ask 'what is truth?' in research and evaluation in relation to the 'rational pragmatic' discourse.

SOSIK, J.J., GODSHALK, V.M. (2005). Examining gender similarity and mentor's supervisory status in mentoring relationships, *Mentoring and Tutoring*, Vol. 13, No. 1, April 2005, pp. 39–52

CHADWICK-COULE, T., GARVEY, B., (2009). London Deanery Mentoring Service: A Formative and Developmental Evaluation of Working Practices and Outcomes, The Coaching and Mentoring Research Unit, Sheffield Business School, UK a report commissioned by London Deanery



MENTORING TIPS

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

As a mentor, it's a good idea to maintain a professional image for your mentee. Especially in workplace based mentoring relationships, a mentee will often view the mentor as a blueprint for achieving success. Mentors can use their own professional accomplishments and career to help guide their protégé towards achieving their goals.

When looking for a mentor, expand your search to areas outside of your workplace. Mentors can be found in community groups, non-profits and local organizations.

Individuals in mentoring relationships should take punctuality seriously. Show up on time to meetings with your mentor, and try your hardest to meet previously set deadlines. If conflicts come up, give your mentor as much advance notice as possible.

UNM MENTORING CONFERENCE

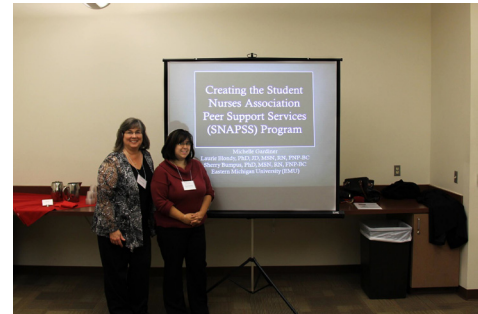
TIMELINE

A brief overview of some of our past Conferences

Fostering a Mentoring Culture in the 21st Century

Our first Conference occurred six years ago back in 2008, and featured around 25 presenters.

2008



2010

Mentoring Theory & Practice: Learning from the Past & Envisioning the Future

The third UNM Mentoring Conference was our largest yet, and was the first to have Pre-Conference Workshops.

Learning Across Disciplines

Our fourth Conference featured a keynote by Dr. David Clutterbuck and an informative poster session.

2011



2013

Impact and Effectiveness of Developmental Relationships

The 2013 Conference added a fourth day, and showcased over 250 presentations.

Impact and Effectiveness of Developmental Relationships

With 6 Keynote/Plenary Sessions, 2 Workshop Sessions, and over 300 presentations, the 2014 Conference will be our most informative yet!

2014





INTERVIEW WITH DR. MARY Fernández

You are the CEO of MentorNet. Could you tell us a bit about some of the work that your organization does?

MentorNet provides the opportunity for all STEM students enrolled in an accredited institution of higher education in U.S. and in any level of higher education, to have mentors who are professionals working in STEM fields. STEM students are mentored by professionals working in STEM fields.

Each student protégé is matched online with a professional. They communicate weekly over four months about issues known to impact student's persistence and success. Unique concerns of under-represented groups – women, minorities, 1st-generation college attendees – are key focus areas. Students may have multiple mentors during their education. Through guided, one-to-one mentoring experiences, MentorNet helps student protégés build a personal network of professional support beginning as early as freshman year.

How have social media and the internet impacted mentoring?

Over the course of MentorNet's history, we have progressed through an era in which both mentors and protégés were “digital immigrants, i.e., born before the Internet age, the rise of pervasive mobile communications, and social networks (1990's to early 2000s) to our current era in which (most) mentors are “digital immigrants” and (most) protégés are “digital natives”. For digital natives, pervasive connectivity, multi-modal communication channels, and social networks are completely natural extensions of their physical lives. In fact, they perceive no difference between their lives in the physical and virtual worlds. As such, they have high expectations for all their on-line experiences, including mentoring.

How do you think the technology will change mentoring in the coming years?

MentorNet will soon enter a era when the majority of both our mentors and protégés will be “digital natives”. The technological and sociological shift described above provides MentorNet and other innovators in the Ed Tech sector with opportunities to design and deploy mentoring technologies that seamlessly integrate with our mentors' and protégés' mobile lives. I believe this is a fertile area for substantive interdisciplinary research and would love to discuss the possibilities with social science researchers!

Dr. Mary Fernández is CEO of MentorNet, a national mentoring organization that provides the opportunity for all STEM students, nationwide and in all levels of higher education, to have access to mentors who are professionals working in STEM fields. MentorNet's mission is to foster a prevalent culture of mentoring in science, technology, engineering and mathematics (STEM) that empowers individuals – especially women and under-represented minorities – to persist and succeed in their fields. At MentorNet, Mary is pursuing her two greatest passions – mentoring and developing technology for social impact. Well known for her combination of professional achievement and passionate advocacy for diversity in engineering and science through mentoring, Mary was selected by HENAAC as a 2011 Winner of the Great Minds in STEM - Technical Achievement in Industry Award. She received a B.A. and Sc.M. in computer science from Brown University and the Ph.D. in computer science from Princeton University. She and her husband have two daughters, who keep her up to date on fashion and technology trends.

“In all my mentorships, I feel that I have learned and grown as much as, and often more than, my protégé.”

What is the most important lesson that you have learned from your many years of mentoring experience?

The power of empathy. When I first began mentoring, I was motivated to help someone very much “like me” – a multi-ethnic woman, a computer scientist, a graduate student, a young mother, a person who had struggled financially or taken a meandering path through her education. I believed that I was only equipped to help a person very much like myself. Over the seventeen years that I have mentored actively, I learned that although having some attributes in common with a protégé can help “break the ice”, my willingness to ask questions about my protégé’s life and concerns, to really listen to the answers and then to share their own life experiences honestly lead to great mentorships and rewarding outcomes. In all my mentorships, I feel that I have learned and grown as much as, and often more than, my protégé.

How can mentoring help minorities and women enter into STEM fields?

Women, under-represented minorities (Latinos, African Americans, Native Americans, South-east Asians and Pacific Islanders), and first-generation college attendees enter STEM fields at a much lower rate than do so call “majority students” (Caucasian or Asian males) and divert into non-STEM fields or, worse, drop out entirely at a higher rate than majority students. One-to-one mentoring helps these students recognize and overcome the common challenges know to impact persistence and retention. In addition to factors like inadequate academic preparedness and financial stress, these students report leaving STEM fields due to psycho-social and socio-cognitive factors including: a lack of visible role models in the classroom, at home, and in society; overt and subtle incidents of exclusion in the classroom and laboratory; stereo-type threat and others. Supported and guided by developmentally appropriate topics mentors can help STEM students persist and succeed.

CONFERENCE OVERVIEW

Here’s a breakdown of some of the events occurring during the 2014 Mentoring Conference. Visit our website for a more [complete schedule](#).

Tuesday, 10/21	Wednesday, 10/22	Thursday, 10/23	Friday, 10/24
8-11:45 AM Pre-Conference Workshops with Dr. Ann Rolfe and Dr. Jerry Willbur	11-11:10 AM Welcoming Session with Dr. Robert Frank, University President	11:10 AM- 12 PM Plenary Session: Dr. Mary Fernández	11- 11:45 AM Plenary Session: Dr. Maggie Werner-Washburne
1-1:10 PM Welcoming Remarks with Dr. Eliseo “Cheo”Torres	11:10 AM- 12 PM Keynote Session: Dr. Bob Garvey	1-1:45 PM Plenary Session: Dr. Jerry Willbur	3-3:45 PM Keynote Speaker Panel Session
1:10- 1:45 PM Plenary Session: Dr. Carlos E. Cortés	1-1:45 PM Plenary Session: Dr. Ann Rolfe	5-5:45 PM Poster Session	3:45- 4 PM Concluding Remarks with Dr. Tim Gutierrez



Mentoring Institute

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