



Mentoring Institute



MENTORING & COACHING MONTHLY

IN THIS ISSUE

Events.....	2
Campus Photos.....	2
Quotes.....	3
Institute News.....	3
Interview with Chris Cook.....	4
Mentoring Tips.....	5

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THIS MONTH IN MENTORING & COACHING MONTHLY

In this edition of *Mentoring and Coaching Monthly* you will find an interview with 2016 Pre-Conference Workshop leader Chris Cook. Her workshop *Developing Excellence in Leadership and Coaching—for Mentors*, is sure to have something for everyone.

On page 3 you will find a little more information about two of the 2016 Conference plenary speakers: Dr. Stacy Blake-Beard and Dr. Diana Northup. Both of these speakers are leaders in their respective fields, and we are honored to work with them.

Page 3 also contains a few important dates for those who would like to present at the conference. We will continue to update this information frequently as the conference draws closer.

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.

- **Tutor/Mentor Leadership and Networking Conference**

📅 May 8, 2015, 2015
📍 Chicago, IL
👤 TBA

The Tutor / Mentor Leadership and Networking Conference serves three purposes. It connects leaders and supporters of volunteer-based tutoring, mentoring and education-to-career programs. It builds visibility so that more volunteers and donors will choose to support tutor-mentor programs. It also helps maintain Chicago area tutor/mentor programs.

- **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.

- **EMCC 5th Annual Mentoring and Coaching Research Conference**

📅 June 23-24, 2015
📍 Warsaw, Poland
👤 Dr. Otto Laske, Wojciech Eichelberger

The 5th Annual Mentoring and Coaching Research Conference will be held in Warsaw. The theme of the Conference is 'Bridging the gap between research and practice'. We have a great line up for you of two keynotes, over 20 sessions and pre-conference MasterClass.



LAST MONTH IN PHOTOS

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



A Cactus Flower



Rain on Campus



Spring Blooms



MENTORING INSTITUTE NEWS

We are excited to announce two of the 2015 plenary speakers: Dr. Stacy Blake-Beard and Dr. Diana Northup.

Dr. 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*.

Dr. Diana Northup has been studying things that live in caves since 1984. She has a Ph.D. in Biology from the University of New Mexico. She and her colleagues on the SLIME (Subsurface Life In Mineral Environments) Team are investigating how microbes help form the colorful ferromanganese deposits that coat the walls of Lechuguilla and Spider Cave in Carlsbad Caverns National Park; how microbes participate in the precipitation of calcium carbonate formations called pool fingers; and the microbial diversity located in the hydrogen sulfide cave, Cueva de las Sardinias in Tabasco, Mexico and lava caves in the Azores, Hawaii, New Mexico, and California. Dr. Northup's session is titled: *Using Your Enthusiasm and Mission to Enhance Your Mentoring*.

We will share additional information on Dr. Blake-Beard and Dr. Northup in following editions.



IMPORTANT DATES

Call For Proposals: The 2015 Call for Proposals was released on Friday, March 27th. Abstracts should be submitted through our website, and must not exceed 250 words.

Abstract Submission: The deadline to submit abstracts is Friday, May 15th. Authors will be notified of proposal acceptance or exclusion by Friday, May 29th.

First-Draft of Paper: If your abstract is accepted for a presentation, you are required to submit a 5-7-page paper on the topic of your presentation. The deadline to submit the paper is Tuesday, June 30th.

Peer Review: Papers will be peer reviewed and returned on August 1st with peer review comments. You may choose to accept or reject these suggestions.

Final-Draft of Paper: Final paper submissions are due electronically by August 30th.

“QUOTES



INTERVIEW WITH CHRIS COOK

2015 PRE-CONFERENCE WORKSHOP LEADER



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

My background includes 30+ years in marketing for professional services, higher education, non-profits and other businesses. A few years ago, I earned a master in management degree, and in the process I found positive psychology. I loved it! I found a way to mesh marketing and positive psychology in work that focuses on helping organizations develop and live their brand. There's a lot of coaching involved—and some mentoring.

“[Emotional Intelligence] can be learned. It can be developed. It's not like IQ, which you are born with a level and that's the level where it remains.”

For coaching, I trained at the Coaches Training Institute (CTI) and at CRR Global, and I am certified by the International Coaches Federation. I work with a variety of individuals and organizations.

I am both a mentor and a coach. Actually, coaching and mentoring are very close. There is a distinction though. Mentors work with mentees who want to learn the skills and knowledge that their mentors have developed to further their life goals. Coaches work with clients to help them discover their greatest purpose, passion and values, and to help them lead/live intentionally—in resonant choice.

As a mentor and a coach, I've found that there are times in which you need to be one and not the other. Part of this workshop is to help mentors learn how and when to use skills that come from the coaching profession to augment their mentoring skills.

What can those attending your workshop expect?

They can expect 3+ hours of hands-on, experiential learning. I will share tools I have used over the years, and we will practice and talk about ways to use them in different situations. I expect that the participants will learn as much from each other as they will from me!

Without giving too much away, can you describe the co-active coaching model and the relationship systems model?

The co-active coaching model was developed by Karen Kimsey-House and Henry Kimsey-House—two pioneers in the coaching world and co-founders of the Coaches Training Institute. It emphasizes a partnership between the client and the coach and it also promotes a combination of deepening understanding (co) and forwarding the action (active).

The relationship systems model that I use is based on the work by Marita Fridjhon and Faith Fuller, the co-founders of CRR Global. The premise is that we are all in relationship—with ourselves, our partners, teams, organizations, etc. Here we coach the system, not the individuals.

Our interview with Chris Cook continues on the next page...



IN THE NEWS

This month's selection of news articles relating to mentoring

NAFME.org

Embracing and Mentoring the New Music Educator

Investors.com

A Brilliant Mentoring Match Takes Heart and Smarts

Huffingtonpost.co.uk

The Importance of Mentoring in Business

Usnews.com

How to Find a Mentor as an Online MBA Student

Nytimes.com

How to Attract Female Engineers

Both coaching methods have been used around the world and in nearly every type of organization with nearly every kind of person.

Do you believe that everyone has the potential for creativity?

One of the most basic premises of coaching using these methods is that we believe that the people/systems are naturally intelligent and creative and resourceful.

What constitutes an effective leader/coach?

There are several skills that are critical—mostly based on having highly developed emotional intelligence. The good part is that EI can be learned. It can be developed. It's not like IQ, which you are born with a level and that's the level where it remains.

Is an effective leader born, or can anyone learn to lead effectively?

I believe that people can learn emotional intelligence and with that, they can learn leadership skills and tools. The competencies of EI—self-awareness, self-regulation/motivation, empathy and relationship awareness—are the foundation to all relationships. Leaders set the stage for how the relationship—or organization—will work together.

What is one piece of advice you would give to those entering into a leadership position?

Find a mentor and get a coach. There's nothing like having someone help you through a transition, help you grow in a new role and help you develop your own leadership style. Plus, it's true when they say, "It's lonely at the top." A mentor and a coach will be your ally and they will hold you accountable to take the steps to maximize your potential.



MENTORING TIPS

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

When in a mentoring relationship, either as a mentor or as a mentee, it can be easy to focus on personal benefits. However, it has been noted that those who put others' needs first tend to gain the most. Today, take a moment to reflect on how you can assist those around you. You may find you gain more in the end.

The truest form of learning comes from personal experience. It is up to each individual to challenge themselves and glean everything they can from every experience. Talk with your mentoring partner today about your recent experiences - is there a lesson to be learned within them?



Mentoring Institute