



Mentoring Institute



MENTORING & COACHING MONTHLY

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VOLUME II ISSUE IX

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THIS MONTH IN *MENTORING & COACHING MONTHLY*

The November issue is the Mentoring Institute’s favorite of the year. Coming right off the tails of this year’s conference, this issue of Mentoring & Coaching Monthly is packed full with a recap of *New Perspectives in Mentoring: A Quest for Excellence and Innovation*. The issue features an abundance of pictures from the 2015 conference, and an interview with pre-conference workshop leader Dr. Jerald Wilbur. We can’t wait to share with you what a great time we had this year!

With that in mind, we want to offer a huge thanks to everyone who came to our 2015 conference, whether as a presenter, volunteer, or attendee. This conference was one of our best yet, and we had over 750 people registered. We are so excited to see the mentoring community continue to grow and strengthen, and honored to be a part of that growth.

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 programs 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.

- **Apega's 9th Annual Mentoring Conference**

📅 November 2-3, 2015
📍 Calgary, Alberta
👤 Kanu Kogod, Patrick Williams

Prepare for a packed day at this year's APEGA Mentoring Conference. Engaging presenters will lead educational sessions on everything from mentoring styles and feedback strategies to leading with purpose and framing successful mentoring relationships. The conference is headlined by mentoring coach and former Olympian Tanya Dubnicoff and organizational coaching team Kerry Woodcock and Sherry Matheson.

- **Coaching at Work MasterClass: Resilience Coaching**

📅 November 24, 2015
📍 London, U.K.
👤 Carole Pemberton

Resilience has been identified as key to career success and the effectiveness of leaders. The focus of this one day masterclass is how coaches can work with resilience issues which are knocking the client off balance. Carole Pemberton will provide an experiential day which builds from input on the nature of resilience.

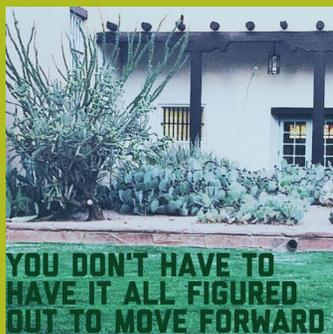
- **International Mentoring Conference**

📅 December 2-4, 2015
📍 Cancun, Mexico
👤 TBA

The conference will take place on 2 – 4 of December 2015 in Cancun, a resort town on the Yucatan peninsula, the ancient center of the famous Maya. Due to its weather, its beautiful beaches, the famous sites and wonderful food, and the variety of topics and speakers (among them the best known practitioners and researchers in the field), it promises to be a memorable event.

📷 LAST MONTH IN PHOTOS

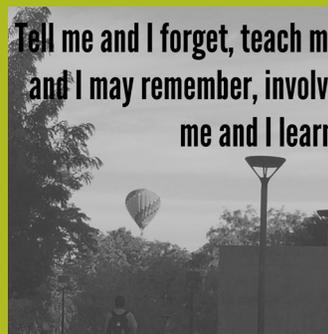
Photos taken around UNM, from our Instagram feed (@unm_mentoring)



Outside of Zimmerman Library



Red Rally - Burning of the Aggie



Balloon Fiesta comes to Mitchell Hall



Inside the Campus Greenhouse

MENTORING INSTITUTE NEWS

This year's conference was our biggest yet, and we are so thankful to everyone who participated. We had amazing plenary sessions held by Dr. Lise Lewis, Dr. Stacy Blake-Beard, and Dr. Diane Northup. Our keynote session by Dr. Carol Mullen was a huge success, and our two pre-conference workshops led by Dr. Jerald Wilbur and Chris Cook were well-attended.

With that said, we are already beginning to work on next year's conference. We strive every year to provide our attendees with the best presentations and opportunities for professional development. We want to keep improving each year.

The 2016 Conference will be Tuesday, October 25 through Friday, October 28 at the University of New Mexico. Don't forget to save the date!

IMPORTANT DATES FOR 2016

Call for Proposals:

March 15, 2016

Submission Deadline:

May 15, 2016

Accepted Proposal Notification:

May 30, 2016

Paper Submission Due:

June 30, 2016

Peer Reviewed Paper Submission Returned:

July 30, 2016

Final Paper Submission Due:

August 30, 2016

SOCIAL MEDIA



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MENTORING TIPS

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

TIME MANAGEMENT

When making plans or commitments, don't just look at time. Consider the amount and type of energy demanded as well.

ALWAYS LEARN

Good leaders and mentors stay curious. Always be open to learning - even from your mentees.

MENTOR BENEFITS

Mentoring is a two-way street. Don't be afraid to tell your mentee where THEY can help YOU.



INTERVIEW WITH DR. JERALD WILBUR

2015 PRE-CONFERENCE WORKSHOP LEADER



Developing Mentor Leaders: Wired to Win!

Can you describe your background and how you got into mentoring?

I got involved with mentoring because of my work in rehabilitative psychology. During my graduate school days I worked with blind, deaf, and ‘mentally challenged’ people. It was astounding to me how everyone could learn when the learning took place in a one-on-one setting with a caring and patient teacher or mentor. I saw remarkable things happening when learning could be shaped to the learner instead of in a classroom or group setting. As I began working with business people I saw the same power of mentoring at work. It influenced me to do one of the first positive psychology dissertations, back in 1986, entitled “Achievement Motivation and Mentoring as Predictors of Success.” The American Society for

Training and Development (ASTD) selected it as the best dissertation in human resources for that year. This opened up lots of opportunities for me to create mentoring programs for challenged populations as well as executives.

Can you explain how the cognitive sciences relate to mentoring?

I could write a book on this! Instead, let me just say how excited I am about all the new brain scanning techniques that are now revolutionizing the whole field of cognitive science. We can now actually observe the brain of individual’s in action as they are being mentored or coached. Instead of guessing what is taking place, we can actually observe, in real time, the change in brain structure and functioning as well as behavior. Some people are calling this the greatest breakthrough in science since the discovery of the lens produced microscopes and telescopes and changed how we view the world. The big mystery of what really goes on in the mind is now being revealed. The opportunities this opens up for mentoring research is amazing. What types of mentoring interventions actually work and create sustained changes in brain structure and functioning? Can mentoring really teach people to be more skilled at using their emotional quotient (EQ) skills to build productive and healthy relationships? Can we help people develop higher levels of EQ? Wow! To me these are all extraordinarily exciting concepts.

With that in mind, can you share a tip on how to best utilize your brain for mentoring?

Speaking for myself, I need to be more intentional and aware of how my behavior impacts others. I need to be more encouraging, instructive, and respectful in how I treat everyone. Are my words as positive and yet as truthful as possible, speaking the truth in love? Research shows that a ratio of 3 to 1 of encouraging, instructive, and respectful words is needed to just break even and help a person feel good about them selves. I also need to be aware as a mentor that I teach people how to treat me. What I tolerate and how I react are more powerful than we ever thought. I need to really focus on developing a deep and disciplined approach to authentic listening—as most people are not used to being really listened to. These things are now becoming evident as we study brain scans of people interacting with others. They are also skills we are losing as we become more screen and machine oriented people and spend less time in actual human-to-human interactions. The death of empathy is a real threat in

“We can now actually observe the brain of individual’s in action as they are being mentored and coached.”

Our interview with Dr. Jerald Wilbur continues on the next page...



IN THE NEWS

This month's selection of news articles relating to mentoring

The Chronicle of Evidence-Based Mentoring:
[Top 25 Mentoring Relationships in History](#)

Forbes:
[Meet the NASA Exec Mentoring Science's Power Women](#)

Huffington Post:
[Mentoring is Desperately Needed in the Black Community](#)

Adweek:
[Why Mentoring is More Important Today Than Ever For the Well-Being of Agencies](#)

this machine and screen age! I believe skilled mentoring is the answer.

Is mentoring crucial to being a good leader?

In his new book "Humans Are Underrated," Geoff Colvin makes a strong case for the necessity of leaders to develop their people skills. We went from the age of manufacturing to the age of the knowledge worker, and now we are entering the age when computers can do many of the things only humans once could do. So now the effective leader will be the person who can skillfully use empathy to build productive and healthy relationships. This will be the age when we have moved from execution to expertise, to now empathy being the main driver in producing value. For example, in the medical field a computer can efficiently and effectively analyze all the lab results, stay current on all the newest drugs and treatments, even provide the best course of healing better than almost any but the best doctor, because that is who has programmed it! The doctor's role now becomes providing the human touch, providing the motivation, and being the one who empathizes with the patient and convinces them to follow the treatment plan. How do you teach this type of empathy? Not by the computer, but by actually practicing face-to-face interacting with others in a mentoring relationship! The more we practice face-to-face the better we become at empathizing. This is mentoring!

In your opinion, what makes an effective mentor/coach?

It needs to be a person who has really worked at developing their empathy, active listening, and verbal communication skills. They need to be willing to collaborate with others to come up with the best creative approaches. All of these things provide a powerful example to the person being mentored. Any mentor today needs to be very teachable themselves, having an open mindset and believing deeply in the potential of all people to learn. If they have a real calling or passion for what they do, it will help the person being mentored to get passionate about their work.

What is one piece of advice you would give someone transitioning into a mentor position?

Make sure you really have the time and willingness to commit. An effective mentor can have an amazingly profound impact on the person they are mentoring. If you can't devote the time to deeply focus on the person, if you can't really give of yourself, you shouldn't try to mentor.

DR. JERALD WILLBUR

Dr. Jerry Willbur has consulted nationally and internationally with large multi-billion dollar organizations such as S.C. Johnson, the ServiceMaster Company, Fujitsu I.T. Consulting, etc. and has also created and led several successful startups in the healthcare and high tech fields. He is an award winning, internationally known researcher and implementer with a well-earned reputation as a culture doctor. He helps create high performance cultures. He does this by developing effective leadership teams using a customized, structured mentoring strategy. Because of his research in the field of mentoring he was selected as Vice president of the International Mentoring Association, serving for eleven years. and is now a director emeritus. He also served on the Imperial College of London/British Petroleum mentoring advisory board for science and engineering for six years. He is founder of The Leadership Mentoring Institute (www.leadershipmentoring.com), and currently serves as Senior Vice President, Chief Talent Officer for the Delta Management Group, a consulting company that has served several leading university medical centers such as UCLA and the Ohio State University Medical Center, as well as many leading catholic healthcare systems/

CONFERENCE HIGHLIGHTS

This year's conference was so great, we couldn't help but take pictures! Here's a inside look at our 2015 Mentoring Conference:

TUESDAY, OCTOBER 20



WEDNESDAY, OCTOBER 21



THURSDAY, OCTOBER 22



FRIDAY, OCTOBER 23

