



MENTORING
INSTITUTE



MENTORING & COACHING MONTHLY

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IN THIS ISSUE:

This issue of *Mentoring & Coaching Monthly* is just in time for back to school!

This issue features an interview with Jerry Willbur and Dale Baugh from His Heart Foundation in Washington. Jerry and Dale work together on the MentorSuccess program, a youth mentoring program that operates at the Cornerstone Christian Academy. Please join their presentation at our 11th Annual Mentoring, Coaching, and Leadership Conference in October for more information about their wonderful program.

Also in this issue is a new section on mentoring in our hometown of Albuquerque, New Mexico, as well as coaching tips for managers and leaders, upcoming mentoring- and coaching-related events, and more. We hope you enjoy!

EDITOR'S NOTE:

Thank you for joining us once again for *Mentoring & Coaching Monthly*! As the summer winds down to a close, we are preparing to go back to school here at the University of New Mexico.

Back to school time also means that our 11th Annual Mentoring, Coaching, and Leadership Conference is approaching quickly! Just a few updates on our conference:

We have completed our peer review process, meaning that all papers have been returned to their authors for final review. These papers, which correspond to each concurrent oral and poster presentation given at our conference, will be published in our annual proceedings, *The Chronicle of Mentoring & Coaching*, at the end of the year. These proceedings can be viewed on our membership site at mentor.unm.edu/members.

By becoming a member of our membership site, not only will you have access to these proceedings, and those of past conferences, you will receive a discount on registration for our conference, access to 1000+ research papers on various mentoring and coaching topics, and more. We urge you to take advantage of this opportunity before conference registration closes on October 14th!

Also, we would like to introduce our newest marketing assistant, Yvonne Gandert, who worked with us previously from 2012 to 2015—we are so happy to have her back! She will be replacing Brenna as managing editor of *Mentoring & Coaching Monthly* beginning in September.

As always, we thank you for showing an interest in mentoring and coaching, and for your continued support of the UNM Mentoring Institute. We hope that you will share this issue with your connections, and look forward to receiving content from you to feature in our upcoming issues. Content can be sent to mentor@unm.edu and addressed to Yvonne Gandert.

Have a wonderful August!



ABOUT US:

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 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 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 also contributes to the development and economic growth of New Mexico.

Institute Founder & Executive Editor:
Nora Dominguez

Managing Editor: Brenna Kelley



Interview with
**JERRY WILLBUR
AND
DALE BAUGH**
His Heart Foundation



What is the MentorSuccess program?

The goal of our MentorSuccess program is to help children learn leadership success skills and character traits of effective people early in life. Our MentorSuccess program serves children in grades K-fifth. Our program is a supplement to regular classroom activities and usually involves a one-to-one experience with a trained mentor. Our program is structured using carefully selected award-winning literature (and games) and carefully constructed and scripted open-ended questions. With these questions we want to build critical thinking and creative thinking as well. Our program is customized to each student's reading level, interest area, and success skills or character traits they need to improve in. It is focused in that the mentor and student can maximize their time by zeroing in on areas where the student needs to succeed. Everything a mentor and student may need is laid out in a three-part folder with easy to follow instructions.

What was your motivation to create this program?

Starting in 1988 both of us were involved in creating and expanding a nationally recognized youth mentoring program called HOSTS (Help One Student To Succeed) that was eventually used in over one thousand schools and had over thirty-thousand students involved annually. The program was highly effective with all types of students. Unfortunately, in 1996 new leadership took over and changed the direction of the program from mentoring to software development. We both left for other mentoring activities in business but never forgot the huge impact mentoring could have on children.

While working with HOSTS we noticed many students were ineligible for mentoring help because of federal guidelines on use of funding. We realized children of all backgrounds were increasingly facing problems of building relationships or lacking in one-on-one attention. We also were aware that national scores in both empathy and creativity were dropping (since 2000) and no one was helping students to correct these deficiencies. Since that time the increasing use of screen time versus human interaction has further aggravated the situation. Children learn empathy (and creative thinking) by interacting with caring adults. We also noticed the research saying children were reading less. We thought that if we could provide the best children's literature, with excellent themes and creative content, we could help children develop a love of reading. Then by teaching mentors to read with (not to) the students, interacting with both the student

and the literature, it would be an enriching experience for both the student and mentor.

What do young students get out of your MentorSuccess program?

Because our program is a foundation-supported non-profit we can serve all types of children. In our pilot program many of the children were actually above grade-level in academic achievement but needed help in building relationships or working within a structured classroom environment. Others needed academic help to them catch up to the classroom. Because our program is literature-based, we can help the students with improving their reading as well as teaching them success skills and character traits of successful people by using our carefully selected books and games. The students have fun while learning to build a productive and healthy relationship with caring mentors.

What is the process students go through during the course of this program? What is the library buddy/lunch buddy system?

We ask the classroom teacher to provide the reading level of the student and some success skills they may need to develop. Then during the first and second session the mentor leads the student through a structured interest inventory that asks them what things they like to do, how they view their strengths, what success skills they would like to learn, etc. From this inventory we select books that will entice the student or games that will help them improve certain skills. The students meet with the mentor for lunch, or are sent from the classroom, and meet in the Mentor Center.

In the case of the Library Buddies program, the classroom teacher selects a leadership success skill or character trait to emphasize and the mentor reads with the group, asking them selected critical thinking or creative thinking questions to stimulate thinking and discussion.

What problems have you encountered over the course of developing your program?

Funding the program was our first challenge. We finally found His Heart Foundation of Vancouver, Washington. The founder was familiar with the effectiveness of our earlier work with HOSTS and was excited to see we wanted to restart such a helpful program. He helped us establish a relationship with a local church and school, Cornerstone Christian Academy, and

provided funding to hire a director. Finding volunteer mentors is our biggest challenge. We are continuing to develop recruiting materials and making the program more mentor-friendly.

What are your future plans for this program? Is there anything else you believe could be further explored/expanded upon?

We are expanding to two more schools this next school year. We already have close to 30 mentors committed in our second site in Woodland, Washington Public Schools. We hope to add eight more schools in the following year. We are finding many churches see this as a great way to get their members involved in community interaction.

We feel the key to making our program successful and sustainable will be the development of a database analyzing current children's literature by grade level, interest area, leadership success skills, and character traits. Along with a mentor management system

and additional training materials we are developing, we should be able to expand to many more schools. Our plan would be to sign schools on for an initial fee and then annual updates and training. Using new digital media platforms we can conduct training anywhere in the world.

Do you have any advice for others who may want to begin a similar program at their own school?

We found that making the mentoring as easy as possible for volunteers was essential. We emphasize the structure of the program and how everything will be as easy as 1-2-3. We used 'interest inventories' to help our participants discover common areas of interest. Preparation is the key. Once the mentors meet with the students they get hooked, but first you have to get them there well-trained and confident!

MORE ABOUT JERRY WILLBUR AND DALE BAUGH



JERRY WILLBUR:

Dr. Jerry Willbur (Dr. J) has consulted nationally and internationally with large multi-billion-dollar organizations. He served over twenty years as a senior officer with two multi-billion-dollar corporations, ServiceMaster and SC Johnson. Dr. Willbur also started up and led several successful startups in the healthcare and high-tech fields. With a BA and MA in psychology and a doctorate in human resource development, he is the author of two leadership books published by Corby Books of Notre Dame, a 2018 fiction book involving mentoring called *The True Blue Revolution*. He is an award-winning researcher in the field of mentoring. He has helped develop several high-performance cultures and is often referred to as the culture doctor. He states that it all starts with the selection, development, and mentoring of effective leaders. He currently serves on the board of several foundations and is a board member emeritus for the International Mentoring Association. He also served on a mentoring advisory board for several years for British Petroleum and the Imperial College of London, helping to develop young engineers and scientists. His special love is creating mentoring programs that help children succeed. He helped develop the MentorSuccess program in 2017 to teach leadership success skills and the character traits of effective people to young children.

DALE BAUGH:

Mr. Baugh has more than 35 years of sales, marketing, and management experience in the market segments of Information Technology, Education, Health Care, Industrial, Manufacturing, Retail, and Distribution. Currently associated with His Heart Foundation where he is involved with MentorSuccess in the area of marketing for K-5 mentoring program which is operating at Cornerstone Christian Academy. With expansion plans in the works to add two additional programs in the fall of 2018.

Formerly the Director of Customer Relations & Marketing for HOSTS Corp. (Help One Student To Succeed), Mr. Baugh has been a speaker and presenter at education conferences throughout the United States. Among the conferences he has spoken at: National Black Child Development Institute (NBCDI), National Alliance of Black School Educators (NABSE), National Association of Elementary School Principals (NAESP), and the National Dropout Prevention Center, during his time with HOSTS helped to oversee and give guidance in support of over 1,000 mentoring programs in K-12 schools throughout the United States.

A graduate of the University of Portland, with a Bachelors of Arts degree in Business Administration with a double major in Marketing and Management, he has worked most recently as a consultant, specializing in the areas of organizational development, staff development, change management, and program evaluation in various areas of sales and marketing.



Mentoring in New Mexico

TEACHING VALUABLE SKILLS

*By Kevin Robinson-Avila / Journal Staff Writer
for the Albuquerque Journal*

Yvone Martínez, 14, spent her summer vacation building a website for her mother's Mexican restaurant, Nena's Food, as part of a free, eight-week boot camp for middle and high school students in Albuquerque's South Valley.

Martínez was one of 26 teenagers who graduated on Monday from the Cultivating Coders' summer course, which offered intensive, hands-on training in web and software development at El Camino Real Academy.

All the participants worked individually and in teams during the boot camp to build their own websites and apps, and on Monday, they showed their accomplishments to parents and community members in a graduation "Demo Day."

"I decided to do a website for my mom, because she didn't have one," Martínez said after the event. "Many other restaurants have them, so why not us? She's going to use it now to promote her business."

With that first experience under her belt, Martínez said she now wants to apply her new-found coding skills to give back to the community by building more websites for small, cash-strapped businesses.

"I come from a family that's always helping the community and I want to use the skills I learned to help more people," Martínez said.

Cultivating Coders launched in 2015 as a for-profit mobile boot camp for aspiring web and software developers in under-served areas. It provides training for adults in rural areas and targeted urban zones who are often unable to attend or afford centralized, mainstream programs.

The company continues to grow its fee-based program, both here and in other states.

But in 2016, it also launched a nonprofit arm to offer under-served high school youths free training that can guide them into high-paying careers.

To date, more than 120 middle and high school students have graduated from its boot camps in Albuquerque, Española and Shiprock, said Cultivating Coders founder and CEO Charles Ashley III.

"In California, it costs \$14,000 per person to attend this very same

boot camp," Ashley told Demo Day participants. "The skill set we're teaching these kids is very valuable."

Many public and private entities have provided financial support, with the latest boot camp paid for by grants from Public Service Co. of New Mexico and Facebook.

All student participants receive a free laptop, plus mentorship and assistance to further develop and apply their coding skills.

Graduates are encouraged to start after-school coding clubs for their peers.

Older students are also encouraged to pursue further training in college or other programs, such as Central New Mexico Community College's Deep Dive Coding boot camp, said Chief Technology Officer Brandon Trebitowski.

"We're partnering with Deep Dive Coding now to help students who are interested in a transition into that program," Trebitowski said. "Other students have started consulting services on their own. Some of this summer's graduates have already landed paying gigs while taking this class."

Many of the websites built by students this summer are on a par with what junior software developers are routinely hired to do, said boot camp head instructor Joy Kaur.

"Those jobs start at \$25 an hour," Kaur told event participants. "It's very impressive what these students have done."

Apart from websites, students showed various apps they developed during the summer camp. That included a variety of computer games, such as a Pac-Man-like "Snake Game" where a roving serpent eats pellets on the screen, and an action-adventure game where the player tries to save the world from a virus.

Alejandro Vigil, 13, built a game that challenges players to build their own house if they get kicked out of their home, with a job feature to earn money and buy supplies.

"It's kind of a life simulator," he told the audience.

It was Vigil's first time in a coding program.

"I really enjoyed it," he told the Journal. "But making a good game is harder than it looks."



Learn more about the Cultivating Coders organization in New Mexico, and their summer bootcamp, by visiting their website [here](#).

COACHING TIPS:

Coaching Tips for Managers and Leaders

Excerpted from "[7 Coaching Tips for Managers and Leaders](#)" by Krista Brubaker on Biz Library.

Ask good questions.

Great questions lead to great answers, and great answers lead to great conversations. As a manager or leader, it is critical that you develop strong relationships with your employees. This will help you determine if your employees are curious, have the capacity to perform and improve, and have a positive attitude.

Take a positive approach.

You should always try to maintain a positive outlook on things, even in tough situations. A positive attitude toward situations will help both you and the person you're coaching respond and react in a way that fosters positive change.

Listen and empower.

Coaching requires both encouragement and empowerment. Managers must work with employees to build one-on-one relationships that result in improved performance.

Your employees are likely to have a lot of input, questions, and feedback. It's important for them to know you care enough to listen to what they have to say, and encourage them to share their opinions.

Know how to guide conversations.

This is where communication skills and emotional intelligence really come into play. Managers must guide conversations both by asking questions and listening, not by giving directives. Employees learn and grow the most when they uncover the answers themselves.

Commit to continuous learning.

Make a commitment to improve your own skills and competencies. If you're not continuously learning, why should your employees? Lead by example and your team will follow.

Show that you are interested in their success (why wouldn't you be?). Ask questions about where they see their career going, or how they see their role evolving in the company. Even if they don't have a plan laid out yet, these questions will make them think about their career and what they want to accomplish within the organization.

Show your employees that you don't just want them to do better so you look better, but that you're actively interested in their career, accomplishments and professional success.

Coach in the moment.

Learning is best when things are occurring in the moment. If an employee comes to you with a question about a process or protocol, use this opportunity to teach them something new.

Most people learn best by doing, so coach as you go! If you're busy at the moment, try to schedule some time for later that day. They will appreciate that you took the time to show them how it's done, and they can now coach others who have the same question.



IN THE NEWS:

This month's selection of mentoring-related news



Forbes

[Reverse Mentoring: 3 Proven Outcomes Driving Change](#)
By Jason Wingard



Association for Talent Development

[Avoid These 5 Mentoring Program Mistakes](#)
By Chris Browning



Business.com

[5 Tips for New Mentors to Help Their Mentees Succeed](#)
By Syed Balkhi



Entrepreneur

[How to Embed Inclusivity Into Work Culture Through Mentorship](#)
By Alice (Guest Writer)



Inc.

[4 Reasons a Potential Mentor Might Say No to You \(and How to Change Their Mind\)](#)
By Wanda Thibodeaux

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SOCIAL MEDIA:



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SAVE THE DATE!

Our 11th Annual Mentoring,
Coaching, and Leadership
Conference will be held at
UNM from
October 22–October 26.

The conference theme will be
*Mentoring, Coaching, and
Leadership for Innovation and
Entrepreneurship.*

Register to attend [here](#).

UPCOMING EVENTS:

- 2018 Coaching in Leadership and Healthcare Conference



September 28–29, 2018
Boston, Massachusetts

The purpose of these sessions is to have a stimulating exchange of information and discussions about coaching theory, research and its relevance to practice, as well as to expand the network of coaching researchers.

- 8th International Congress of Coaching Psychology Conference



October 11–12, 2018
London, U.K.

This Two-Day Conference offers Masterclasses, Keynote and Invited Speakers, Skills-based Sessions and Poster Presentations. The event will focus upon the practice and research of Positive and Coaching Psychology exploring themes such as: Acceptance and Commitment, Appreciative Coaching, Neurodiversity, Youth Coaching, Performance and Resilience, Psychophysiology, Ecopsychology, Family Life Coaching, Diversity and Ethics, and Research.

- Third International Columbia Coaching Conference



October 17–21, 2018
New York, New York

The 3rd International Columbia Coaching Conference explores “Systemic Coaching: Whole Person/Whole Organization Engagement.” Columbia’s quest to continue to foster industry research, professionalism, and continuous learning is the inspiration for this two and half-day event on October 17-19, 2018, at Teachers College, Columbia University, New York City.



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