



Mentoring & Coaching Monthly

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Table of Contents

Editor's Letter.....	2
Mentoring Medical Students During COVID-19.....	3
Adopting Change.....	4
Mentoring Through Trauma.....	5
Suicide Prevention Month.....	6
Fight Like a Girl.....	7
Mentoring Conference Speakers.....	8

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In This Issue

Welcome to the September 2020 issue of Mentoring & Coaching Monthly. In this issue, we tackle some significant problems associated with stress and how to handle it. Read about mentoring relationships and how they can improve mentorships between mentors and mentees who have experienced trauma. Also, join us in registering to vote in this year's presidential election. We acknowledge and encourage women's successes in 1920; however, there is still a fight for equality. Celebrate our 13th Annual Mentoring Conference and sign up to listen to our speaker's presentations!

Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our September issue! This new semester has mentoring programs within the virtual realm, which effects the mentorships for medical students. Students face not only the stress of school but also the dramatic lifestyle change. So, learn about the seven Cs to adopting a new change.



In this edition, we encourage you to register to vote because it is one way to create change, incorporate the seven Cs in changes, especially the complex ones. You should include mentoring strategies for children who have suffered a traumatic experience since it can be challenging to navigate emotions and raise awareness for mental health issues. Despite all of the resources, so many people still die by suicide every day, make a difference, and embrace support!

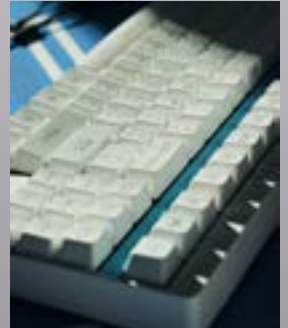
We hope this newsletter will keep everyone updated on the latest mentoring changes, quality, and research! Sign up to watch our 13th Annual Mentoring Conference with our featured speakers! We are more than excited to welcome them into our online environment. Thank you for joining us.



Mentoring Medical Students During COVID-19

COVID-19 forces have changed all aspects of education, especially in medical school. Mentoring programs such as the one at Shiraz Medical School face new challenges within the virtual environment. The Shiraz Medical School mentorship program operates with third and fifth-semester students aiding juniors. After the student-mentors complete workshop to enhance communication, they pair with the mentees.

However, the pandemic shifts mentoring programs into a virtual environment, so a social media platform began working at the Shiraz Medical School mentoring program. Within the new online program, seniors still pair with the juniors; however, they also include mentoring and coping mechanisms for the stresses revolving COVID-19. The 10 seniors communicate reasonable solutions to the 371 juniors who express their concerns and anxieties, especially surrounding the pandemic, but study tactics became a hot topic.



Mentorship programs help junior medical students, with 53% reporting a more efficient transition. Furthermore, with the new virtual platform for learning, 71% report a significant impact on their transition time. Mentorship programs also seem to improve professional growth and psychological relief. Building a peer-mentoring group can help by creating more opportunities for formal or informal mentorships.

[Read about the mentoing program](#)

[Read about virtual mentoring](#)

Adopting Change

Changes large or small can affect individuals, relationships, and families as a whole. Finding ways to accept and encourage change means the difference between a positive and negative impact on life. Linda Brimm says there are seven C's to not only accepting change but adopting it.

The first C is complexity. Someone confronted with a change must first decide who will be affected and discuss what will be affected, thus determining the complex entanglements. The second C is clarity, meaning once someone has recognized the complications, they have to organize and prioritize the different challenges to make a clean transition. The third is confidence, where the individual, their spouse, and their family take organized difficulties and handle them as they come to present themselves based on the priority order.



Step	Action and Goal of the Step
1. Complexity	Consider all issues at play in a change effort.
2. Clarity	Understanding and prioritizing issues.
3. Confidence	Believing that change can be successful.
4. Creativity	Brainstorming innovative solutions to unexpected problems that arise.
5. Commitment	Taking the first step to implement change.
6. Consolidation	Leaving the previous idea to adopt the new one
7. Change	Accepting both positive and negative outcomes.

However, challenges rarely flow so seamlessly. As these issues arise during the transition, creativity, the fourth C, encourages adaptation to the new change.

Once the organization, creativity, and planning have concluded, commitment follows, revealing the fifth C, commitment, the individual follows the plan. The sixth is consolidation, where the individual accepts the new change and moves on from attachments from before the change. Finally, the last C is the change itself. Change is in all aspects of life, whether it is a new job, a baby, or a pandemic. There is always change, and the seven Cs can help navigate and improve a transition's efficiency. So, incorporate these steps into changes for companies, countries, and even something as small as the television channel.

[Read the whole article](#)

Mentoring Through Trauma



It is no surprise that the violence, inequality, and racism have an effect on the youth; however, there may be ways to equip mentors better to help mentees navigate their emotions positively and constructively. The young mentees can have emotions ranging from fear to frustration, and mentors need efficient methods of helping the youth through these times of racial prejudice and police brutality.

A mentor must not only be aware of the current events, but they must acknowledge a range of inequalities from traumatic community events to food deserts. The mentor must establish that they are nonjudgmental and it is safe for the mentee to voice their emotions. As with many challenges, the first step is usually the longest stride. The first conversation about the mentee's emotions may be feeling is a problematic area for mentors to navigate. So, the mentor should recognize the issues as they are, allow the mentee to reflect on their emotions, refrain from counterproductive messages, and realize that each mentee may have a different reaction.

Though it is about navigating the mentee's emotions, the mentor must have self-care as a priority and should allow for a reasonable amount of time for the mentee to adjust to the relationship's nature. The mentor should suggest additional help for the mentee, if necessary, and encourage the mentee through constructive community conversations. Mentors interested in expanding their support should reference and incorporate these significant constructive ideas into their mentoring relationships.

[Learn more](#)[Read the Article](#)



Suicide Prevention Month



Suicide is not just a problem with hormonal teenage girls as stigma would suggest; teenage boys, veterans, grown men, grown women, transgender people, and the elderly could all be fighting a silent battle. Every day 22 veterans, nearly 5 per 100,000 Black children, and as high as 48.7 per 100,000 men over the age of 65 dies by suicide; LGB children are almost five times as likely to attempt suicide and almost half of those who identify as transgender report attempting suicide throughout their lifetime. In 2018, of the reported suicides, 69.67% of

those who died were middle-aged, white men. All these individuals who die by suicide, attempt suicide, or think about suicide need help, awareness, acceptance, and support. There are so many resources, yet suicide is the second leading cause of death in people 15-24 years old and the tenth in the United States. How many lifelines, suicide prevention hotlines, and specific outreach programs show up on television or advertisements? Maybe the national suicide prevention lifeline; how about the Trevor Project for the LGBT community, Seize the Awkward to raise awareness, or National Alliance on Mental Illness (NAMI) to help support those with a mental illness. There is also Honoring Native Lives specific to the Native American community, the Mental Health Association of New Mexico, and Breaking the Silence of New Mexico. Those resources are in New Mexico and increase throughout the country. Nevertheless, people still do not recognize the support behind them when they feel that their only option is suicide. They may not know about the community trying to raise awareness for the mental illnesses that could be less overwhelming with therapy and acceptance.

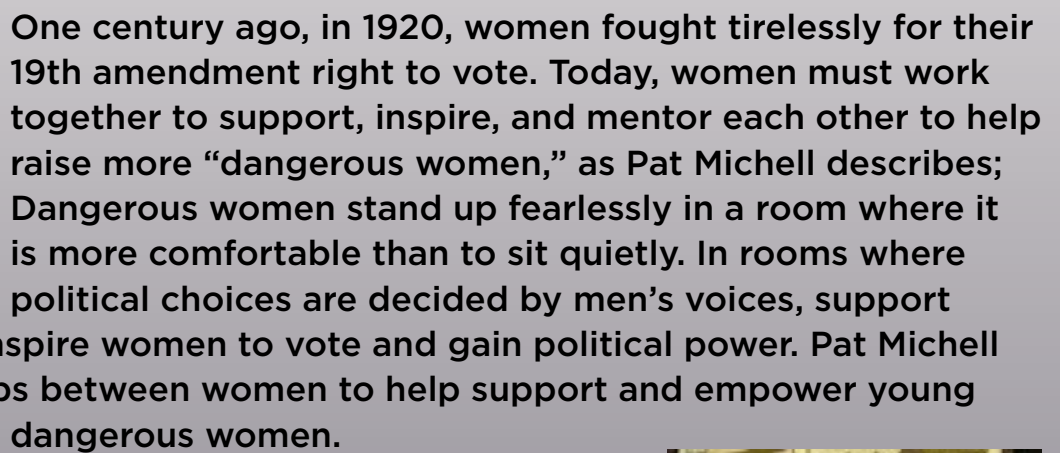
There is no debate on the seriousness of suicide. As Erica Davis-Crump says in her Ted Talk, “it is okay to not be okay, and it is even better if you go get help” because too many people from the ages of 15-24, veterans, LGBTQ people, black youth, and elderly die by suicide every single day. Reach out if you or someone you know needs help. Break the stigma around this devastating departure and bring awareness to you family, friends, and loved ones, especially because it is more important to seek help than to lose a precious life.

[See Statistics](#)

[Watch Eric Davis’s TedTalk](#)

[See resources](#)

GRLPW

[illegible]

Women's suffrage article

13th Annual Mentoring Conference

Pre-Conference Workshop



Dawn Chanland

Leveraging Developmental Networks for Protégé Well-Being and Resilience:

This workshop's emphasis will be placed on heightening attendees' coaching skills and ability to help proteges make decisions that heighten their well-being and resilience. Given today's complex environment, well-being and resilience are arguably as important, if not more so, than career growth and advancement. The session will begin with attendees assessing their own developmental networks and evaluating what their optimal networks should look like as a way to better understand how to help others nurture their own responsive networks. The session will also use case analysis and peer coaching as means to heighten attendees' ability to assist others.

Leveraging Decades of Difference: How to Create High-Quality Connections (HQC's) Across Generations

Intergenerational HQC'S are an opportunity to build trust, foster mutual respect, and encourage professional development in an increasingly age diverse and ever changing workplace. This workshop will share with participants how HQC's can be developed to empower leaders and next generation leaders with reciprocity and mutuality. Together Boomers, Millennials, and Gen Z can bridge a growing generational divide with HQC's. Participants will explore and challenge age bias, identify and discuss generational value differences, learn the role of generational competence in forming HQC, best practices to form HQC in intergenerational developmental relationships with reciprocity and mutuality.



Tamara Thrope

13th Annual Mentoring Conference

Plenary Sessions



Kathleen Cowin

Don't Go It Alone - Be Savvy:

Learning to Lead within a Co-mentoring Circle Drawing on Relational Cultural Theory, relational savvy, and a fresh look at the definition of the term mentoring, come learn how to create a high-quality, relational mentoring network called a co-mentoring circle. Learn specifics about proactive approaches and fun activities for self-exploration and growth which also create community among the participants in a mentoring network. activities that deepen these approaches to using group agreements, reflection, giving and receiving feedback, learning more about transparent and thoughtful communication, and holding confidentiality, will be explained. connections. Choo

Measures of Mentorship in Tumultuous Times:

This session aims to uncover healthy forms of support amid multiple pandemics for your students. We will create a safe space to acknowledge biases, and discuss how to begin cultivating tangible tools that will help the inner work of self care, and healing Mentors require. This session will also include feedback of the current social climate, and genuine assessment of personal capacity so that mentors may authentically show up to help their mentees with the multitude of barriers that have been pronounced since the beginning of the year.



Erica Davis-Crump



Lisa Fain

Bridging Differences for Better Mentoring: Creating High-Quality Connections One Relationship at a Time:

Too often, mentoring pairs look for connections in the things they share in common. They shy away from acknowledging differences because they fear it will be uncomfortable, awkward, or misconstrued. Using powerful stories and interactive exercises, this session will offer practical and concrete strategies for elevating and enhancing mentoring by building strong relationships across difference. Participants will understand how to create high-quality connections in mentoring by bridging differences.

13th Annual Mentoring Conference

Plenary Sessions



Jane Lewes

Developing Organizational Political Savvy:

In the context of workplace mentoring, the concept of developing and applying “political savvy” has rarely been tackled. To discover whether the political dimension of organisational life can have a helpful or hindering effect on the career progression of women, the Academy for Political Intelligence recently undertook research to investigate to what extent ‘organisational politics’ contributes to the underrepresentation of women in senior leadership roles.

How to Connect Effectively Across Cultures:

Connecting across cultures can be enriching and educational, yet also challenging. Markets, worldviews, customs and traditions often become barriers that prevent people from developing cross-cultural relationships. Tayo provides a framework for understanding our internal and external strategies as well as several strategies that allow us to overcome barriers to connecting across cultures. According to Tayo, the type of people that know how to effectively connect across cultures do three things: They educate. They don’t perpetuate. Instead, they communicate.



Tayo Rockson



Maggie Werner-Washburne

Robust, Sustainable Mentoring Networks: A Basis for Mentoring as a Discipline:

Sustainability is about the lifetime of a mentoring network. My definition of sustainable mentoring networks involves 1. building a relationship between mentor and mentee over time; 2. inspiring mentees to become hubs and take what we have done to the next generation; and 3. connecting with peers who see the value of mentoring approaches and incorporate what works best for them. I will discuss ideas for building sustainability into mentoring networks and how this approach can be adapted to contribute to mentoring as a discipline.

13th Annual Mentoring Conference

Plenary Sessions



Jerry Willbur

Emotional Intelligence:

Emotions, and our ability to understand and control them, play a significant role in building effective relationships, making decisions, and future success. EQ is a set of skills that included impulse control, self-motivation, empathy and the ability to relate well to others, or interpersonal savvy. EQ is not to be considered the opposite of IQ as some people have lots of both factors. It is an essential ingredient in effective mentoring. This presentation will focus on the emotional intelligence tools, techniques, and strategies that can be used to establish positive, high-quality connections and mentor emotional intelligence.

Keynote Speaker

Development Networks: What We Know & Where We Might Go With Research & Practice:

This session reviews the research base on developmental networks in the workplace and other contexts. It underscores theoretical lenses often used to examine networks and proposes new research directions. It also discusses how we can leverage the evidence on networks to inform practice in various contexts, including in the workplace and university settings, where people can glean many benefits-- including performance, learning, and satisfaction-- from shaping networks that meet their developmental needs.



Dawn Chanland

13th Annual Mentoring Conference

Special Sessions



Omnia Abdel-Gawad

Wellness:

Join me and experience proven approaches to achieving connections and well-being through simple practices. Being able to disconnect for few minutes and to be present in our body gives us the strength and ability to improve our relationships and be present for others. Creating high quality relationships starts with stopping and taking care of yourself even if it is for few minutes. In the following three sessions you will experience slowing down, cultivating connection and mindfulness through actions that will leave you authentically connecting with yourself and others.

Connecting:

In this fun, interactive kickoff session, Chad Littlefield, TEDx speaker and author, will share practical tools on how to make engagement and connection easy—online. You'll walk away with numerous concrete tips, tools, and techniques that you will be able to implement in your programs immediately. They're simple to lead, universally appealing and most require no props.

We'll also get a chance to have a virtual experience with Chad's We! Engage and We! Connect Cards™ which are being used by mentoring programs in 80+ countries.



Chad Littlefield



Celestina Garcia

Being A Life-long Learner: Authentic Integration Now:

To coach or mentor, another human is to enter into a co-collaborative agreement to elevate each other's capacity to live grand, to be your best self. The intersectionality between mentor and mentee relationship is developed through the 'give and take' process and learning practices of connection. The ability to have effective time within the mentor session is grown through skill-building and actual experience. During this time in the conference, participants will be invited to synthesize their learnings of the day's workshops and integrate "takeaways/golden nuggets/relevance" into personal wisdom/skill.

13th Annual Mentoring Conference

Post-Conference Workshop



Laura Lunsford

Master Class in Mentoring Programs: Designing, Implementing & Evaluating:

This workshop is for new and experienced program managers who want to maximize their mentoring program effectiveness. If you want a fantastic mentoring program then this workshop is for you. We will first focus on tips to make sure you have designed a program to meet your organizational goals. Then we will 'stress test' your program according to international benchmarks to ensure it is well designed and implemented. The second half of the workshop will be focused on how to collect the right information at the right time and from the right people to improve your program. Effective evaluation is key to success and you will learn tips to share your outcomes with your stakeholders effectively and well.

Doing the Work the Right Way: Creating Master Mentors for High Quality Connections:

The tools and strategies that effective mentors use, and the ways in which we support their development, are critical components to successful connections. In this interactive and intensive pre-conference workshop, you will spend time in reflection and in conversation on what it means to create and support high quality connections both in-person and in online spaces. More specifically, you will explore the research on effective mentoring practices, share and learn from your own and others' experiences, and identify a set of best practices for application. You will leave with a personal master mentor action plan to take what you have learned to build high quality connections within your program, organization, and relationships.



Allison McWilliams