

Mentoring & Coaching Monthly

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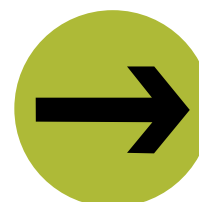
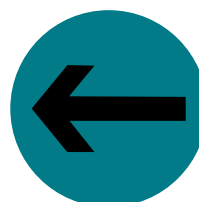
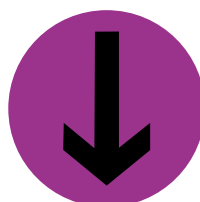
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**“A role model
should be like the
light at the end of a
tunnel, guiding you
when you are lost.”
– Cristina Imre**



In This Issue

Welcome to the May 2021 issue of Mentoring & Coaching Monthly. In this issue, we celebrate mothers, provide mentoring recourses, and look at new perspectives. Mothers, in a way, are mentors to their children, but how can workplaces be more accomodating to their parental responsibilities? M.O.M.S. Program and Mom Huddles gives guidance to diverse mothers and works with veteran mothers to help alleviate some of the stressful feelings new mothers have. Also, New York University Abu Dhabi offers career mentoring that provides a framework and resources so that the mentees receive guidance from experienced colleagues. Finally, Patrice Gordon explains reverse mentoring and how it can offer new perspectives within a professional environment. Join us this month as we celebrate Mother's Day and reach for new attitudes!



Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our May issue! It is May, which means it is time to celebrate mothers, a child's first mentor, and offer them mentoring programs for new mothers and diverse mothers.

M.O.M.S. and Mom Huddle offer support and guidance for new mothers and mothers of children with special needs, children in the NICU, nursing moms, and mothers of loss. Each of these programs offers a variety of support and resources for these mothers to find veteran moms and become mentors themselves.

New York University Abu Dhabi has The Early Career Mentoring Program, which provides a framework and resources so that the mentees receive guidance from experienced colleagues. Here, the mentee should self-reflect and take advantage of the mentor's time. Also, Patrice Gordon explains reverse mentoring and how it can offer new perspectives within a professional environment. Patrice Gordon believes that reverse mentoring is the solution to stale thinking and blind spots.

The U.N.M. Mentoring Institute is also having a virtual mentoring conference. Follow us on our social media platforms and register for our 14th Annual Mentoring Conference. Thank you for joining us for the latest on mentoring and coaching!



Register for the
14th Annual Mentoring Conference
today!

Mentoring Programs



M.O.M.S.

Mothers provide comfort, love, support, and security; however, they may need guidance or encouragement when learning how to mother a child. Mothers Offering Mentoring Support, or M.O.M.S., from Delaware County, provide weekly visits either in-person or over the phone to help mothers find their rhythm. Mentors will provide consistent support that includes help to coordinate transportation with appointments, guide their mentee on child development milestones, as well as assist and educate in building parenting skills and mother-infant bonding.



M.O.M.S. Mentoring Program matches mothers of one-year-old babies with mentors based on personality and background. The mentors participate in a training session and interviews, then match with mother mentees; from there, the mentoring relationship blossoms through community activities, physical visits, or monthly gatherings. The pairs then work together until the child is three years old or attends preschool. M.O.M.S. Mentoring Program helps the mother develop parenting skills, bond with her child, guide them through milestones, and provides helpful information. This information can range from meal planning to balancing a budget. Mentors may also help the mother with health checks by arranging transport or through community support. To volunteer to be a mentor or learn more about the program, follow the link below
<https://juvenile.co.delaware.oh.us/programs/mentoring/moms-program/>

[Learn more here](#)

[T.E.A.M. Program](#)

[Visit the website here](#)

Mentoring Programs

Faculty Career Mentoring

New York University Abu Dhabi, or N.Y.U.A.D., offers assistant professors and early career lecturers a mentor because a “path to excellence depends on a network of support from peers, mentors, advisors and sponsors,” says the Vice Provost for Faculty Development and Diversity. The Early Career Mentoring Program provides a framework and resources so that the mentees receive guidance from experienced colleagues. This process should provide a network of people, which the mentee can deem reliable.

Participants in the program understand that they must commit to regular meetings, constructive dialog, and topics specific to the mentee’s current status. Mentees should be proactive, accept feedback, and provide realistic goals for their career. The structure of the matches can adjust as the relationship develops; however, matches pair based on projected success. The mentor and mentee should establish affinity, focus on professional growth, and encourage self-reflection.

Career mentoring requires involvement and transparent dialogue, and mentors should have knowledge of how to evaluate success and attain progress in the field. Participation is voluntary and the two methods of matching include matching by administrative leadership, while the other has mentees asks members of the faculty to serve as their mentors. Meeting times vary from every week to every month, with components of a renewal as some meetings require some preparation for different material. Mentors have several guidelines that include familiarity with policies, guidance on preparation and research, reviewing promotion details, availability for interactions, and much more.

Each mentor should listen and be a conscious communicator. They should give the mentee a supportive and inclusive environment where they receive help with research or strategies on preparations and delivery techniques of teaching. In turn, the mentee should provide discussion topics focusing on professional development for teaching and research. The mentee should self-reflect and take advantage of the mentor’s time.



[Read the article here](#)

[Summer Academy](#)

[Custom Program](#)



Tips and Tricks

Successful Interns

A challenge for interns in any profession must transition from a teacher-student environment to a professional one. Mentors can take a few steps from the University at Buffalo School of Law to help ease interns into the professional world. They begin by figuring out where the intern is from and whether they know anything about their law firm or company. The approach of mentors is an important aspect to explain how the work is approached and helps with decision making and team building.

As an intern, information processes differently from a professional perspective; therefore, explaining an approach can help the mentee understand various viewpoints. Consider beginning feedback with the mentee's accomplishments, then discuss how to complete other tasks more efficiently in the future. The mentee may feel overwhelmed in the new environment since the workplace functions differently than a classroom, so harsh feedback can easily overawe the mentee. Learning is a process, and the mentee will make mistakes and may not absorb the methods as quickly as anticipated, that is where being patient helps the student know you are there to take the time for feedback and help them succeed. Kindness may help alleviate any intimidations that the mentee is feeling. Mentees can become mentors in the future, which is why introducing an intern to the professional world can be done successfully if patience and kindness is taught from the start.



Success



[Read the article here](#)

[Mentoring Toolbox](#)

[Sign up here](#)



Tips and Tricks

New Teachers' Mentoring Guide

Teacher retention is a concern within the education system, especially when the stress surrounding teachers' success continues to grow. Mentoring relationships are one of the most effective steps directors can make to prevent teachers from leaving; however, social distancing creates a severe obstacle. Becoming a mentor or instructional coach will help develop relationships where each teacher learns from one another. Reflecting together helps talk over education problems and helps new teachers take steps to correct issues and identify similar patterns over time. Helping out new educators helps them learn how to navigate their own educational path as useful tips are introduced to set up a successful school year.

Many studies support the successful retention of early-career educators when mentoring programs are available. Mentoring relationships can prevent burnout for both novice and veteran teachers. Without mentors, teachers may struggle with every decision they make, whether it includes teaching styles or using simple scanner operations. Validating tough days and their feelings can help prevent isolation since learning to manage the challenges and stress related to being a teacher is difficult. Reassurance is one of many solutions to help teachers feel heard and supported; an encouraging note is more than enough to raise their spirits. Positive and constructive feedback from a mentor can help new teachers become confident in their decisions. Giving a teacher guidance through feedback as a mentor can prevent new teachers with potential from getting overwhelmed by the reality of their new position.



[Read the article here](#)

[5 tips flyer](#)

[Reflection flyer](#)

Insider's Look

New Perspectives; Reverse Mentoring

Spring is the time for new generations, however, mentoring relationships generally form with the older, more experienced teaching the novice. There can be as many as five generations working together in many companies, says Patrice Gordon in her TedTalk, *The Way We Work*. Five generations interlinked through experience and knowledge can create a diverse corporation with policies that may favor the majority. Reverse mentoring can lead these organizations to more inclusive procedures.

Patrice Gordon explains that the perspectives of those in the boardroom differ from the experiences of the increasingly diverse staff. She said,

“organizations can fall right through that gap into the trap of stale thinking, blind spots and having policies that could alienate these underrepresented groups.”

One has to be genuinely curious about learning of the individual and be intentional about the relationship in order to make reverse mentoring valuable. Mentors should not be a direct representative of your immediate team; looking for someone with different expertise in a field you are not associated with will ensure you develop different perspectives. Reflections are important in these relationships, and

comprehensive diversity and inclusion strategies lead to higher retention and give mentees a sense of ownership and leadership to build an inclusive culture.

Since Patrice Gordon participated in a reverse mentoring relationship, she has direct insight into how a successful relationship should function. She explains that chemistry in the match is essential, the mentee must be willing to share ideas, and the mentor should be interested in the improvements they can make. Also, develop rules, meet in a neutral location, acknowledge any off-limits topics, and assume confidence. Next, Patrice Gordon suggests beginning with an icebreaker. Finally, she says to follow up either after the meeting or via email. Reverse mentoring could help remove tunnel vision. Try reverse mentoring to see if the diverse staff could benefit from policy updates.

[See the video here](#)



Insider's Look

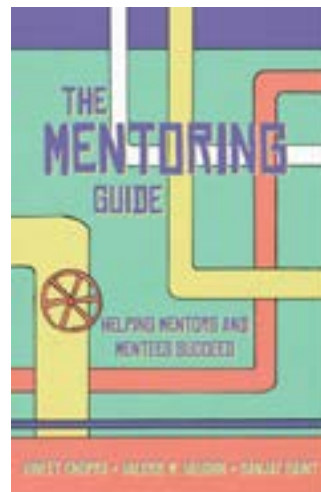
The Mentoring Guide: Helping Mentors and Mentees Succeed

The authors are physicians at the University of Michigan and have published several papers on mentorship. The book offers several resources of the topic and learning about the four phenotypes of mentors: traditional, coach, sponsor, and connector. Mentorship malpractice is introduced and how to solve the issues. Aside from mentors, the role of mentees is also discussed and dedicates sections for them to avoid common pitfalls and address challenges when working and connecting with a mentor. Stories and data are provided to provide advice and make the most of developing productive and successful mentoring relationships.

Information is provided on how to mentor millennials and across diversity with a focus on women. Putting hierarchy aside, searching for one's meaning and purpose, and facilitating frequent interactions is mentioned and resources and references are included for further insight on the strategies introduced throughout the book. Mentor malpractice is categorized into six names (the highjacker, exploiter, possessor, bottleneck, country clubber, world traveler), for mentees to identify and confront mentoring issues with methods to improve their learning experience.

The authors help recognize and encourage to build a membership team to make sure tasks are covered such as sponsorship and career advancement, moral support, and content expertise in the area of interest. Topics

introduced include malpractices to avoid and tips to take responsibility and learn how to choose mentors that fit one's needs, as well as choosing multiple mentors to establish a team. Notes on how to be an ideal mentee are mentioned to help them prepare and set goals when choosing and interacting with their mentors. Mentees need assistance and further teachings in order to align their projects with their goals. Communication is important in order to ask for help or ensure follow-ups are taken care of when problems arise.



By Vineet Chopra, Valerie
Vaughn, and Sanjeev Saint

This Month

Mentoring Mothers

Each May, Mother's Day passes, but this year moms should have the option to connect with other mothers who may be in similar situations. Every mom has her own story, and it starts with loving her child. Mothers can find the support and encouragement they may not have in their everyday lives with Mom Huddles.

Mom Huddles Mentoring program offers a safe environment to share emotions and experiences freely in a non-judgmental and understanding space. This huddle provides a network for women in similar situations and can help mothers feel more connected. With Mom Huddles, others validate feelings and share techniques for facing the difficulties of motherhood. Here moms can share information such as literature, experience, and other resources. Mothers deserve to be supported, and they can find like-minded people to share experiences and ideas through the links below.

Mom Huddles is looking for leaders in several categories, including Moms facing infertility, Moms of children with disabilities, Moms of color, and much more. Huddle Up Moms embraces the diverse experience of every mother. They welcome and support all kinds of mothers regardless of education, ethnicity, race, gender identity, nation of origin, age, religion, or culture.

Mom Huddles

Working Moms

NICU Moms

Single Moms

Moms with Special Needs Children

Nursing Moms

Moms of loss



This Month

Register now!



14th Annual Mentoring Conference Mentoring in an Interconnected World

Monday, October 18, 2021 - Friday, October 22, 2021 | The University of New Mexico | Albuquerque, NM

Pre-Conference Workshops

October 18th



Ann Betz

8:00 AM-10:50 PM; 2:00 PM-4:50 PM



Dionne Clabaugh

8:00 AM-10:50 PM; 2:00 PM-4:50 PM

Post-Conference Workshops

October 22nd



Lisa Fain

8:00 AM-10:50 PM; 2:00 PM-4:50 PM



Laura Lunsford

8:00 AM-10:50 PM; 2:00 PM-4:50 PM

Plenary Sessions



Michael Diettrich-Chastain

October 22nd | 1-1:50 PM



Mica Estrada

October 19th | 11-11:50 AM



Rajashi Ghosh

October 21st | 1-1:50 PM



Suzanne de Janasz

October 19th | 1-1:50 PM



Chad Littlefield

October 18th | 1-1:50 PM
October 20th | 9-9:50 AM



Mica Estrada

October 20th | 11-11:50 AM



Tamara Thrope

October 18th & 22nd | 11-11:50 AM
October 20th | 1-1:50 PM



Assata Zerai

October 21st | 11-11:50 AM



[Register here](#)

