




Lead. Engage. Thrive.

creSCO

Coaching & Consulting

**Virginia Bankers Association
Women in Banking
Mentoring Program**

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ASOK, THANKS TO MY MENTORING, SOMEDAY YOU WILL BE JUST LIKE ME.

GAAA!!! SOMEONE PLEASE DRIVE A STAKE THROUGH MY HEART! HURRY!

APPARENTLY I DON'T KNOW WHAT MENTORING IS.

Dilbert.com · DilbertCartoonist@gmail.com
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What is your definition of mentoring?



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“Official” Definition

A process of continuous and dynamic feedback between two individuals to establish a relationship in which one person shares knowledge, skills, information and perspective to foster the personal and professional growth of the other.

https://www.ctsi.ufl.edu/files/2016/02/Fillingim_Mentor-Presentation-for-T32-Workshop-1-1.pdf

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Characteristics of a Great Mentee

- ▶ Motivation to Succeed
- ▶ Proactive
- ▶ Positive Attitude
- ▶ Respectful
- ▶ Willingness to Learn
- ▶ Honest
- ▶ Communicate
- ▶ Curious

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Mentees Responsibilities

- ▶ Schedule and participate in mentor conversations
- ▶ Identify initial learning goals and measures of success
- ▶ Be open to and seek feedback
- ▶ Take an active role in your own learning
- ▶ Follow through on commitments and
- ▶ Take informed risks as they try new options and behaviors

<https://www.td.org/newsletters/atd-links/make-the-most-of-mentoring-meetings>

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Mentor

Responsibilities

- ▶ Set Up the Relationship
- ▶ Build the Trust and Rapport
- ▶ Offer Mutual Respect
- ▶ Respond to Needs
- ▶ Meeting Prep & Follow-up

Roles

- ▶ Advisor
- ▶ Champion
- ▶ Resource
- ▶ Devil's Advocate

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Interactions

- ▶ First Meeting
 - ▶ Develop ground rules
 - ▶ Agree upon logistics
 - ▶ Determine success criteria
 - ▶ Homework
- ▶ Ongoing Meetings
- ▶ Closing Meeting
 - ▶ Celebrate successes
 - ▶ Agree upon future relationship

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Ongoing Meetings

- ▶ Review what's happened
 - ▶ What have I accomplished towards my goals?
 - ▶ What progress has been made?
 - ▶ What's on track?
 - ▶ What's off track?
 - ▶ Based on what I've learned, what's the best next step?

- ▶ Explore the next topic/goal/challenge

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Framework for Ongoing Meetings

FUEL Model of Coaching

- John Zenger and Kathleen Stinnett



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What are you looking to get out of a mentoring relationship?

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Handling potential sticky situations

- ▶ If you disagree with what she's said
- ▶ If you don't want to do what she suggests
- ▶ If she doesn't show up or continuously reschedules
- ▶ If she ask questions you don't feel comfortable asking
- ▶ If you feel she's broken confidentiality

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Things to Remember...

- ▶ Your mentor is a volunteer!
- ▶ Your mentor shouldn't care more about the relationship than you do
- ▶ Respect your Mentor's time
- ▶ Trust is a two-way street
- ▶ They can't and shouldn't do it for you
- ▶ Provide feedback
- ▶ Take appropriate risks
- ▶ Express your gratitude early and often
- ▶ Think about how could you make your mentor's life easier/better
- ▶ Give as well as get

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Activity

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Resources

- ▶ <https://www.forbes.com/sites/deniserestauri/2016/09/06/kat-cole-knows-how-to-stay-positive-and-let-go-of-failures/#2fb0192a1097>
- ▶ <https://www.td.org/newsletters/atd-links/make-the-most-of-mentoring-meetings>
- ▶ https://www.ctsi.ufl.edu/files/2016/02/Fillingim_Mentor-Presentation-for-T32-Workshop-1-1.pdf

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