



The Power of Mentorship

*"We make a living by what we get, we make a
life by what we give."*

- Winston Churchill



Mentor: In Greek Mythology



- ❖ In Greek mythology, Mentor was a friend of Odysseus.
- ❖ When Odysseus left for the Trojan War he placed Mentor in charge of his son Telemachus and of his palace. When Athena visited Telemachus she took the disguise of Mentor to hide herself from the suitors of Telemachus' mother Penelope.
- ❖ As Mentor, the goddess encourages Telemachus to stand up against the suitors and go abroad to find out what happened to his father.
- ❖ When Odysseus returns to Ithaca, Athena - disguised as Mentor, takes the form of a swallow and the suitors' arrows have no effect on him.



WHAT MAKES A SUCCESSFUL MENTORING RELATIONSHIP?

The most significant predictor of positive mentoring is whether mentors and mentees share a close, trusting relationship.

These relationships don't just happen.

These relationships need ongoing support and monitoring, especially in the early stages, to ensure that relationships do not terminate prematurely.

- Dr. Jean Rhodes, Professor of Psychology at UMASS - Boston



PRACTICES ESSENTIAL FOR STRONG & EFFECTIVE MENTORING

- ❖ **Conducting reasonably intensive screening of potential mentors;**
- ❖ **Making matches based on common interests of mentor/mentee (careers in our case)**
- ❖ **Providing more than six hours of training for mentors; and**
- ❖ **Offering post match training and support**

- source "What Makes Mentoring Work?" Dr. Jean Rhodes



TYPES OF MENTORING

- ❖ **Traditional One-to-One**
- ❖ **Group Mentoring**
- ❖ **Team Mentoring**
- ❖ **Peer Mentoring**
- ❖ **E-Mentoring**



ELEMENTS OF EFFECTIVE MENTORING PRACTICES

- ❖ **1. Program Design and Planning**
- ❖ **2. Program Structure**
- ❖ **3. Program Implementation**
- ❖ **4. Program Evaluations**



PROGRAM DESIGN & PLANNING

- ❖ **Set program goals and outcomes for mentors, mentees and sponsoring organizations**
- ❖ **Establish how often mentors/mentees will meet and length of mentoring match**
- ❖ **Make sure that career exploration is a main focus of your mentorship program**
- ❖ **Have a protocol in place that will ensure contact between mentors/mentees to discuss how the relationship is progressing**



PROGRAM MANAGEMENT

- ❖ **An advisory group;**
- ❖ **A comprehensive system for managing program information;**
- ❖ **Strategies for staff development;**
- ❖ **Effective communication and public relations efforts**



PROGRAM OPERATIONS

- ❖ **Recruiting mentors;**
- ❖ **Screening potential mentors;**
- ❖ **Providing orientations and training for mentors, mentees and parents/guardians;**
- ❖ **Matching mentors with mentees;**
- ❖ **Supporting and supervising relationships;**
- ❖ **Recognizing the contributions of all program participants;**
- ❖ **Helping mentors and maintains reach closure;**



PROGRAM EVALUATION

- ❖ **A plan to measure your program process accurately;**
- ❖ **A process for measuring whether expected outcomes have occurred; and**
- ❖ **A process that reflects on evaluation findings and disseminates them to appropriate parties**



ADDITIONAL RESOURCES

- ❖ Contact me @ hrodriguez@cushd.net
- ❖ Or visit www.mentoring.org