Teaching a New Dog Old Tricks

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The need for mentoring in transit

› **Gain experience not shared in books** – For industries like engineering and business, lessons are learned through real-life experiences that can be shared between mentor and mentee;

› **New Generation of talent** – with the slow-down in some markets (such as oil and gas and mining), many professionals are transitioning to new industries and need guidance;

› **Retaining a workforce** – studies show that those who receive mentoring perform better, see more salary increases and earn more promotions;

› **Network Opportunities** – A successful mentor has a network of people who can benefit the mentee’s career, and as the mentor is invested in your success, they will let you tap into that network
Tips on being an effective mentor

› **Be Honest** – You owe it to your mentee to be straightforward and give balanced feedback;

› **Get Personal** – Take stock of what you’ve learned through previous jobs, bosses and unique experiences;

› **Invest time and listen actively** – Dedicate spending time with your mentee, and process what they are saying to provide effective feedback;

› **Be a mentee** – mentors who have been menteeed before (formally or informally) understand their mentee’s perspective and what provides most value;

› **Enjoy it!** – if you enjoy passing lessons on to others and investing the time, mentoring can be a very rewarding experience.
The need for men to mentor women

› **Supports the bottom line** – If organizations don't keep, retain and promote women, they are only using half the population;

› **Gives women visibility to higher ups** – As those who are mentored get promoted more, mentoring provides women in the workplace an opportunity to enjoy their career more and help achieve a better work-life balance;

› **Develops the mentor’s EQ (emotional quotient)** – by communicating with someone who has a different perspective, it increases the mentor’s empathy and helps develop a higher emotional intelligence.
Tips for men mentoring women

› **Confront your gender bias** – Be alert of gender stereotypes, such as thinking she would not want to take on more responsibilities at work since she has children – let her make the decision;

› **Be a role model** – Help set the tone for inclusivity through your actions in the workplace, and help the dialogue of gender bias issues in the workplace;

› **Understand your perspective** – Your relationships with women may be influenced by the father/daughter or warrior/knight stereotype. Mentoring isn’t those things, so guard your instincts and provide support without being patronizing;

› **She’s more like you than you think** – Women are equally ambitious in their careers. Understand the similarities and differences and treat her as an individual.

*Both men and women play critical roles in finding solutions to workplace gender equality.*
Tips on being an effective mentee

› **Take the lead** – Initiate contact with your mentor and cultivate the relationship on a regular basis;

› **Be Vulnerable** – Be open to the idea that your mentor can give you different feedback than you were expecting;

› **Evaluate, don’t emulate** – Recognize that their advice is coming from their unique perspective so tailor it to fit your situation;

› **Develop Reciprocity** – Identify areas where you can add value to them. It can be as straight-forward as teaching them how to use a new technology!

› **It’s more than “Just Business”** – mentors don’t get paid to invest the time they do, so acknowledge their efforts.
Tips on the mentoring process

Getting Started

› Mentee to create a set of specific short term and long term objectives for the relationship;

› List the necessary contributions that both must make so the relationship will work;

› Agree on a tentative schedule for frequency and duration of your meetings;

› Agree on confidentiality

Continuous Follow-up

› Keep focussed on growth and accomplishments;

› Get to know each other;

› Re-evaluate the relationship periodically;

› Plan termination of relationship if it has achieved results or the relationship is not going well;

› Change objectives and scope if continuation is desired
Summary of key takeaways

› Doesn’t need to be a formal process to be successful;

› Mentoring is an important offering to attract and retain talent;

› Your mentor can be your boss or your peer;

› Value the differences you have in the mentor/mentee relationship (age, gender, race, etc.) and use that to enrich each others perspectives

› You get out what you put into the process;

› Successful mentoring can build relationships that last a lifetime.
Would you be my mentor?

It’s better for me if none of my underlings are qualified to take my job.

I think you just taught me something.

Gaaa!! I hate it when I do that!