FALL 2009 TRAINING WORKSHOPS
October 9, 2009

Distinguish yourself! through mentoring
Millersville Mentoring Alliance Program
pharo nfywrie

- $1 billion media maven
liimwal rsfjeoenf ntnlioc

• Number 42
Irgioa fenteas

• Do the Conga!
nctil swdoeato

• “Go ahead… make my day”
heurs

• You Make Me Wanna…
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• I Know Why the Caged Bird Sings
What do these very successful people have in common?
Successful people talk about their mentors at whomentoredyou.org
Did you know January is National Mentoring Month? This year, January 22 was National Thank Your Mentor Day. nationalmentoringmonth.org
Mentoring.org is a huge resource for mentors, mentees and mentoring programs.
Some GREAT ways to get involved…

<table>
<thead>
<tr>
<th>Program</th>
<th>Program Type</th>
<th>Age of Youth Served</th>
<th>Location</th>
<th>Distance</th>
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<tr>
<td>BBES of York County, Inc.</td>
<td>One-to-One</td>
<td>8-10</td>
<td>Community</td>
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<td>BBES of Lancaster County PA Inc</td>
<td>One-to-One</td>
<td>11-14</td>
<td>Faith-based</td>
<td>4 miles</td>
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<tr>
<td>ISP9Family Service of Chester County</td>
<td>One-to-One</td>
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<td>Community</td>
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<tr>
<td>Mentoring Children Of Parents In Prison</td>
<td>One-to-One</td>
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<tr>
<td>Cooperative Community Ministries</td>
<td>One-to-One</td>
<td>11-14</td>
<td>Faith-based</td>
<td>17 miles</td>
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<td>Skaters Outreach</td>
<td>One-to-One</td>
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<td>School</td>
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<td>Quantum Opportunities Program</td>
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<td>Community</td>
<td>18 miles</td>
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<tr>
<td>Moms and Mentors</td>
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<td>11-14</td>
<td>Community</td>
<td>18 miles</td>
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<td>Mentors Matter: The BBIDGE</td>
<td>One-to-One</td>
<td>11-14</td>
<td>Other</td>
<td>18 miles</td>
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<tr>
<td>Millersville Mentoring Alliance Program</td>
<td>One-to-One</td>
<td>11-14</td>
<td>Other</td>
<td>0 miles</td>
</tr>
</tbody>
</table>
National Advertising Campaigns…

www.mentoring.org

BE A MENTOR
It's a great thing to do. And mentoring.org is the right place to start.
Mentoring.org’s PSA on HBO

[Show video of a public service announcement created for and shown on HBO for Mentoring.org. in which celebrities urge viewers to “Go! Be A Mentor!”]
Colin Powell on mentoring…

[ Show video of a public service announcement featuring Colin Powell stressing the importance of mentoring in young people’s lives. ]
"We need your service, right now, in this moment - our moment - in history. I'm not going to tell you what your role should be; that's for you to discover. But I am going to ask you to play your part; ask you to stand up; ask you to put your foot firmly into the current of history."

Barack Obama, Colorado Springs, July 2, 2008
People Empowerment through Mentoring

March 4-6, 2009 • Las Vegas, Nevada
Mentoring in business…

Business Mentoring

“Every entrepreneur should have a mentor — someone who's been down that road before and can share their wisdom on an ongoing basis. Learn about the value of mentoring, finding a mentor, and how to get the most out of your mentoring experience.”

Web Source:
http://entrepreneurs.about.com/od/businessmentoring/Business_Mentoring.htm
Finding a Mentor

Imagine having management guru Peter Drucker as your business mentor. As it turns out, many CEOs do. Senior editor Elaine Grant discovered in her September 2002 piece, “The Best Mentor,” that Drucker is many entrepreneurs’ idea of a dream mentor. But if you can’t enlist a business luminary as a consultant, whom should you get?

Finding a Mentor
Finding the Right Mentor for You

Some entrepreneurs may make it look easy to take your way into the good graces of a great role model who will help you grow your business, but it isn’t always easy to find that one special person.

Who Do You Call When No One Has the Answers?

Where the smartest CEOs turn for guidance and perspective when company growth gets personal.

Seven Tips for Finding a Great Mentor

Mentors can be critical to growth and success in your career. But often the most difficult part is finding a good mentor.

Mentors for Life

You’re pursuing top business leaders as your own mentors, one entrepreneur suggests that you step to take a look at the broader view – mentors from your past who have shaped you.

Hands On Mentors For Hire

New business owners hire experienced mentors in their fields to show them the ropes.

Resources for Mentor Seekers

You can’t find a mentor on your own, there are many places you can turn to for mentor “matchmaking.”

Working the Relationship

The Truth about Mentoring

What’s it like to have a mentor? To be a mentor? Entrepreneurs representing both sides of such a partnership tell all.

Direct Mentors to Build Loyalty

Here’s how PR firm Fitzgerald Communications is using its turbocharged mentor program to hold on to staff.

No Experience Required
Mentors connect with us in a variety of ways and remain with us for varying lengths of time. Some are with us for decades in an evolving role that might start as teacher/student and ultimately evolve into close friendship. Others enter our lives at a critical moment, stay with us long enough to make a pivotal difference, and then move on...Mentors lead us to believe that we can achieve something that seemed improbable or impossible to us before we met them. They don't allow us to succumb to self-doubt for too long, or the notion that our dreams are too large for us. They stand by to remind us of the skills we already possess and what we can achieve if we continue to work hard...We all encounter multiple roadblocks and constraints on the journey toward finding what we feel we were meant to do. Without a knowledgeable guide to aid us in identifying our passions, to encourage our interests, to smooth our paths, and to push us to make the most of our capacities, the journey is considerably harder.

from **THE ELEMENT** by Ken Robinson. Copyright © Ken Robinson, 2009
The difference between a teacher and a **great teacher** is often due to the extra mentoring component that some people offer. Most of us have known many good and competent teachers who do their work with art and style. The fortunate ones among us also have encountered teachers who have fired a spark within us, who opened new vistas and dimensions before us, who touched us deeply and who awakened and encouraged our potential.

My Mentoring Experiences
The Origin of “Mentor”

- Homer’s the Odyssey
- "Les Aventures de Telemaque", by the French writer François Fénelon, 1699
- English language – 1750
- Traditional term – father figure, mentors chose their protégé’s and mentored them for decades
“Mentoring” today

- Experienced individuals who go out of their way to help someone less experienced
- Age not as important
- Shorter term, more focused arrangements to meet specific goals
- Mentees more assertive in seeking out mentors
According to Wikipedia…

“This is the source of the modern use of the word **mentor**: a trusted friend, counselor or teacher, usually a more experienced person. Some professions have "mentoring programs" in which newcomers are paired with more experienced people in order to obtain good examples and advice as they advance, and schools sometimes have mentoring programs for new students or students who are having difficulties.”
More “valuable” Wiki insights...

Business people
Freddie Laker mentored Richard Branson

Politicians
Aristotle mentored Alexander the Great

Directors
Martin Scorsese mentored Oliver Stone at New York University

Actors
Mel Gibson mentored Heath Ledger

Music
Johann Christian Bach mentored Wolfgang Amadeus Mozart

Athletes
Eddy Merckx (five-time Tour de France winner) mentored Lance Armstrong (seven-time Tour de France winner).

Soccer
Bobby Charlton mentored David Beckham

Movies
Obi-wan Kenobi mentored Anakin Skywalker and his son Luke Skywalker

Video Games
The Boss mentored Naked Snake. The latter's (Genetic) son, Solid Snake, mentored Raiden.
According to the Millersville Mentoring Alliance Program...

Mentoring is the process of **encouraging** and assisting a student to develop his or her **full potential** as a person of character in all areas of life by...

- building confidence
- encouraging self-development
- inspiring excellence
- growing and learning together
- promoting an environment of trust, mutual respect and friendship
The "what" of mentoring...

Styles of Mentoring

informal  enhanced informal  formal

Mentoring happens by chance  Intentional approach, encourage and prepare  Intentional approach, matched pairs, groups

The Role of the Mentor

A mentor is . . .

• A responsible and caring friend
• A role model
• A patient listener
• An advocate
• A guide
• A nurturer of possibilities

A mentor is not . . .

• A professional counselor or social worker
• An academic advisor
• A parent or guardian
• A disciplinarian
• A miracle worker
The Role of the Mentee

A mentee...

• has a sincere desire to succeed
• is open to improving life skills
• is interested in exploring different experiences and backgrounds
• is able to give and receive honest feedback
• strives to use the skills, knowledge and suggestions of their mentor to foster his own individual growth
ACTIVITY

1. Benefits of Mentoring
   WHY DO PEOPLE MENTOR?

2. The Roadblocks to Mentoring
   WHY DON’T PEOPLE MENTOR?
Exposing the lies

- My organization doesn’t have a mentoring program
- Mentors initiate mentoring
- If I ask for help, I am showing weakness
- Nobody has time for or is interested in me
- I can’t take on one more thing
- There is no one in my organization or my field
- I want one perfect mentor
Research: Why Mentoring Works

Professor Albert Bandura, Stanford University

1. We do most of our learning from observing successful and unsuccessful models
2. We respond well to positive reinforcement from certain people
3. We also learn best from having mastery experiences – attaining doable yet difficult goals
Mentee Benefits

1. Self-motivation, self-discipline, goal-setting
2. Increased interpersonal skills
3. Greater awareness of their value system
4. Critical evaluation of what works, what does not
5. Acquisition and implementation of new knowledge
6. Enhanced atmosphere of trust and respect
7. Increased decision making skills
8. Successful completion of educational goals
9. Smoother transition to life after college
Mentor Benefits

1. Satisfaction of helping someone else
2. Improved leadership and communication skills
3. Gaining a new friend
4. Increased professional network
5. Mutual learning
6. Pride in seeing mentee grow and learn
7. Satisfaction in the success of mentee
Benefits to the organization or community

- Better, faster integration of new members
- Sense of family and belonging among members
- Higher retention rates, loyalty, commitment
- Greater success and productivity
- Visibility, the competitive edge
ACTIVITY

Draw mentors and mentees!
“Bad” mentoring
“Good” mentoring
Initiating Mentoring Partnerships

- Develop your personal vision and plan – know what you are looking for and what you would like to accomplish
- Evaluate and develop your mentoring skills
- Seek out quality mentoring programs
- Strategically network with respectable colleagues and associates, build rapport and trust
- Carefully approach potential mentor, propose regular meetings for purpose of advice on reaching specific goals

the “who, when and HOW” of mentoring...
the “who, when and HOW” of mentoring...

Four Stages of Formal Mentoring

1. Planning for mentoring
2. Building Relationship/Negotiating Agreement
3. Developing Mentee/Maintaining Momentum
4. Ending Formal Relationship
Planning for Mentoring

• Personal Research
  – Where do you come from?
  – Where are you now?
  – What are your skills?

• Personal Vision and Plan
  – What do you want to accomplish?
  – How can mentoring help you?
Building a foundation…

- Set up your FIRST MEETING
- Discuss expectations - Complete a Mentoring Agreement Form with your mentoring partner
- Establish and commit to a meeting schedule and a mentoring “term”
- Get to know one another
- Keep notes, a log, or journal
Maintaining Momentum

• Set goals and encourage accountability
• Strive toward excellence
• Explore options – network
• Participate in community service, the arts, lectures, etc…
• Listen, listen, listen
• Be available and responsive
• Reveal weakness and share feelings – Avoid the AWE Factor
• Do what you commit to or promise to do
Dealing with Obstacles

- Taking initiative – again, the AWE Factor
- Communication problems
- Are we “mis-matched?”
  - Needs vs. availability
  - Personality conflicts
  - Major philosophical differences
- Problems in need of professional help
Tracking your Progress

- Periodically and regularly reflect on your progress
- Prepare for closure – a “date of departure”
- At the end of your mentoring term, decide next steps

the “who, when and HOW” of mentoring...
Mentoring Resources

• MMAP Web site
• Facebook Fan Page
• Mentor/Mentee Workbooks
• Training Packet
• Library
• Email updates
• Newsletter
• Events
# MMAP Events

## October 2009

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Meet Your Mentor Day — schedule a time with your new match to drop in!!</td>
<td>Wednesday, October 21</td>
<td>8:00 am – 9:00 pm</td>
<td>Chester House</td>
</tr>
<tr>
<td>Homecoming Parade and Tailgating</td>
<td>Saturday, October 24</td>
<td>9:00 – 11:00 am (Parade starts 9:00)</td>
<td>Meet at Chester House</td>
</tr>
</tbody>
</table>

## November 2009

<table>
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<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>MMAP Advisory Council Meeting</td>
<td>Wednesday, November 4</td>
<td>4:00 – 5:00 p.m.</td>
<td>Room 43, SMC</td>
</tr>
<tr>
<td>Mentee Pizza Party</td>
<td>Monday, November 9</td>
<td>9:30 – 11:00 p.m.</td>
<td>Club D’Ville, SMC</td>
</tr>
<tr>
<td>Mentor Luncheon</td>
<td>Wednesday, November 18</td>
<td>11:30 a.m. – 1:30 p.m.</td>
<td>University Room, Gordinier Hall</td>
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</tbody>
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**SAVE the DATE!** Mentor/Mentee Appreciation Reception Thursday, April 8, 2010, 5:00 – 7:00 p.m.
QUESTIONS & SUGGESTIONS
Before you leave today...

1. Sign the mentoring commitment form
2. Complete an Event Evaluation
3. “I found a Match” card (if applicable)
4. Mentors - Questionnaire