Mentorship Programs: *Connections That Matter*

WASFAA MLI Topic
for
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Who are we?

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What is a mentor?

- Mentor: Anyone with more experience and knowledge than you in a given industry or skill.
- Mentorships is formal relationship between two people who equally benefit, and learn.
- An abundance mentality is essential to the mentorship relationship; one that benefits everyone involved.
- Mentors are teachers, trusted advisors, role models, and friends. A mentor offers the ability to help bring out your potential.

**from "How to Find a Mentor Who Can Unlock Your Potential," by Jonathan Chan, foundr.com*

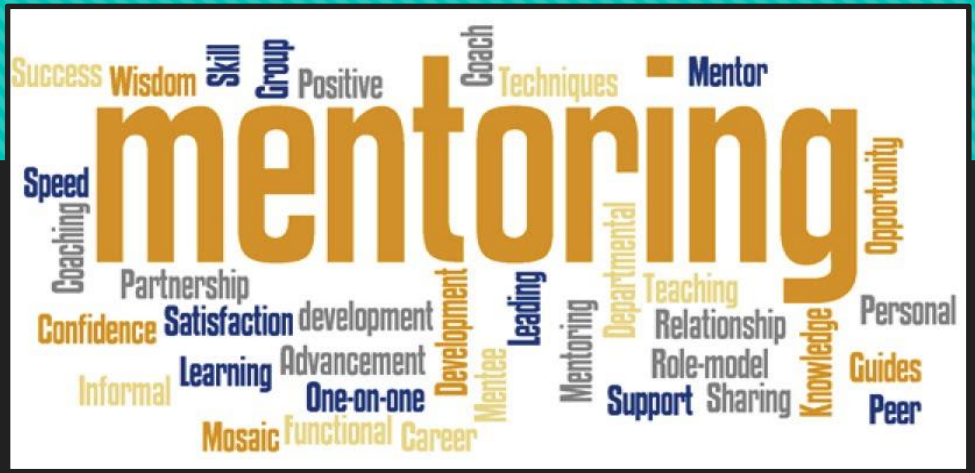
"A mentor is someone who sees more talent and ability within you than you see in yourself, and helps bring it out of you."

-Bob Proctor

Why are mentorships so important?

- Mentorship is the #1 influence on success.
- Majority of Executives say mentorship is critical to their career.
- 85% of executives surveyed rated engagement as an important or very important priority for their business.
- Mentors were over 20% more likely to receive a pay raise and 6Xs more likely to be promoted.
- *How have mentoring relationships been important in your life and career?*

What are the benefits for mentees?



- Mentors provide information and knowledge.
- Mentors can see where we need to improve where we often cannot.
- Mentors find ways to stimulate our personal and professional growth.
- Mentors offer encouragement and help and keep us going.
- Mentors are disciplinarians that create necessary boundaries we cannot set for ourselves.

You're kidding me, there's more?

- Mentors are sounding boards so we can bounce ideas off them for an unfiltered opinion.
- Mentors are trusted advisors.
- Mentors can be connectors.
- Mentors have the experiences you can learn from to prevent making the same mistakes beginners make.
- Mentors are free, which make them priceless in more ways than one.

**from "10 Reasons Why a Mentor Is a Must," by John Rampton, inc.com*

What about for mentors?

- You get real insight into the next big thing.
- You're networking with the next generation of leaders (succession planning).
- You can pass on your own passions.
- You'll become a better leader.
- You'll discover new energy and ideas.
- You'll establish meaningful friendships.
- You'll learn more about your company and industry.
- You'll improve retention and the culture of your office.
- You'll feel great!

**from "Why It's Important To Make Time To Mentor," by Kara Goldin, forbes.com and "3 (Selfish) Career-Boosting Reasons You Should Become a Mentor Today," by Jo Eismont, themuse.com*

Tips for Success: Being a Good Mentor

- Put the relationship before the mentorship ("friend first, mentor second").
- Focus on character rather than competency.
- Shout loudly with your optimism, and keep quiet with your cynicism.
- Publicly praise, acknowledge, and support!
- Be more loyal to your mentee than you are to your company.

**from "What the Best Mentors Do," by Anthony K. Tjan, hbr.org*

A great mentor...

1 CHALLENGES YOU
A great mentor always pushes you to be better and never lets you rest on your laurels

2 IS EXPERIENCED
Your mentor should have a ton of relevant experience and wisdom they can draw upon

3 IS WHERE YOU WANT TO BE
Choose a mentor that shares the same vision of success as you

4 SUPPORTS YOU
A great mentor will pick you up when you stumble and fall

5 IS A GREAT LISTENER
Your mentor should be willing to listen to more than just their own opinion

6 IS INVESTED IN YOUR SUCCESS
A great mentor is happy to see you succeed and even potentially surpass them

7 GUIDES YOU TOWARD THE ANSWER
Mentors should never just give you the answer, but give you the tools to figure it out yourself

8 PROVIDES CONSTRUCTIVE FEEDBACK
Your mentor will praise you when you've done right and, most importantly, help you figure out what went wrong

9 RESPECTS YOU
A great mentor should never look down on you and instead see you as their equal

10 IS AVAILABLE
A great mentor should always be available to provide the help and advice you need

**from "How to Find a Mentor Who Can Unlock Your Potential," by Jonathan Chan, foundr.com*

Tips for Success: Being a Good Mentee

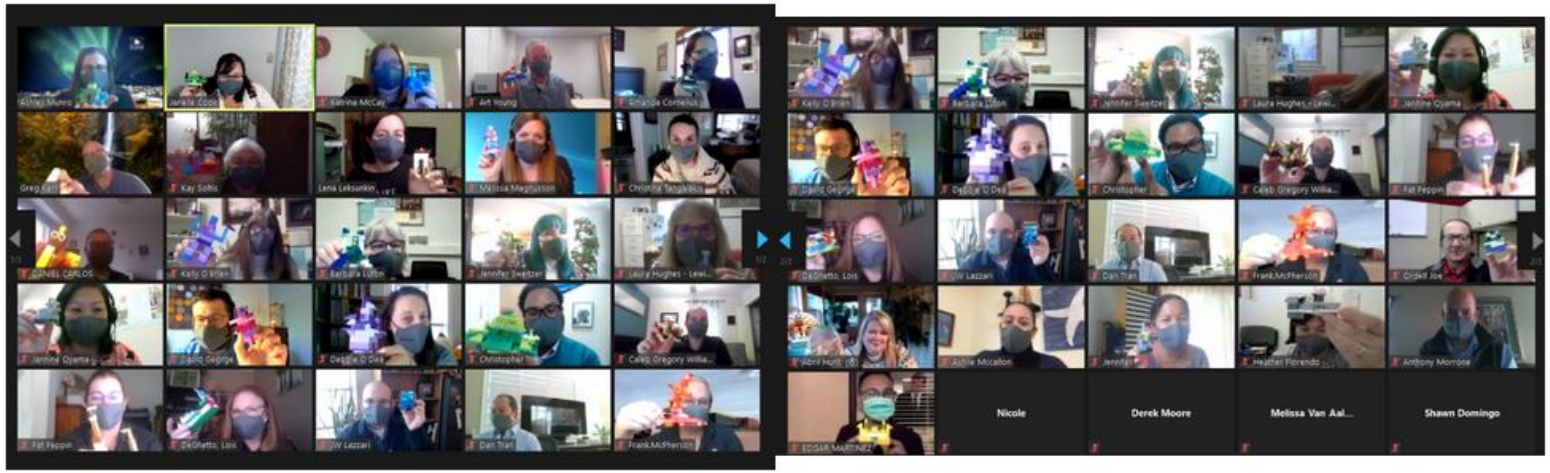
- Clarify what you need.
- Choose wisely.
- Under promise and over deliver.
- Mind your mentor's time (do something for them occasionally!).
- Never ask for help with something you can do yourself.
- Put the relationship before the mentorship ("friend first, mentor second").
- Beware of pitfalls.
- Be engaged and energizing.
- Acknowledge and thank those who help you succeed.

**from "What Mentors Wish Their Mentees Knew," by Vineet Chopra, MD and Sanjay Saint, MD, hbr.org*

“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.”

-John Crosby

RHS WASFAA Leadership Development Program



2021 Jerry R Sims Management & Leadership Institute with the Rebekah Hoppel Salcedo Leadership Development Program Inagural Class.

WASFAA is excited to launch the **Rebekah Hoppel Salcedo Leadership Development Program**. Building on your participation in the Jerry R. Sims Management and Leadership Institute, this program will expand your knowledgebase and support you in crafting and fine-tuning your skills as a leader within your institution, your state, the WASFAA region, and the higher education profession. We will offer **focused training and collaborative group work along with a yearlong, one-to-one mentorship program to develop the next generation of leaders.** Program pricing for the inaugural class is under consideration. Those interested should apply regardless of your institution's ability to pay. Scholarships will be offered to ensure equitable access to the program.

- **Ready to take the next step in your development as a leader? Complete the application now.**
- **Been there, done that? Click here for more information on becoming a mentor.**

Are you interested in learning more? Please contact, Ashley Munro, Rebekah Hoppel Salcedo Leadership Development Chair at akmunro@alaska.edu or at (907)474-1934

WASFAA RHSLDP Class 2021-2022

Participants:

- Martika Hubbard, University of Alaska Fairbanks
- Dorothy Chase, University of Alaska Fairbanks Kuskokwim Campus
- Kristen Hunter, Federico Beauty Institute
- Rosie Castaneda, UC San Diego
- Mayra Moore, Nevada State College
- Spencer Smith, University of Oregon
- Molly Walsh, DigiPen Institute
- Natalie Marques, Washington State University

Mentors:

- Amanda Cornelius, Northern Arizona University
- Marvin Smith, UCLA
- Abril Hunt, Hawaii Community College System
- Anastacia Dillon, Lewis & Clark State College
- April Tovar, Washington State University
- Christina Tangalakis, Glendale Community College
- Sandi Guidry, University of Nevada Reno

"In order to be a mentor, and an effective one, one must care. You must care. You don't have to know how many square miles are in Idaho, you don't need to know what is the chemical makeup of chemistry, or of blood or water. Know what you know and care about the person, care about what you know and care about the person you're sharing it with."

-Maya Angelou