

Strategic Relationships That Work

Using Personal & Professional Mentoring for Success



WHY

- Exposure to new and different perspectives
- Exposure to new networks
- Wisdom & experience
- Improve communication skills
- Coaching to help find shortcuts to success
- Recognition, encouragement, support
- Leadership Development

WHAT IS MENTORSHIP?

- A mentoring partnership may be between two people within the same company, same industry, or same networking organization. However the partners come together, the relationship should be based on mutual trust and respect, and it typically offers personal and professional advantages for both parties.



Types of Mentoring Relationships

- Formal mentoring programs
- Informal mentoring relationships
- One-on-One
- One Mentor, Multiple Mentees
- Learning Circles



YOUR MENTORSHIP EXPERIENCE



At your tables, discuss your experiences with mentor relationships.
Discuss positive and negative experiences.

Mentoring 101: Taking an Entrepreneurial Approach



Knowing...

- Why → ▪ Self-awareness
- How → ▪ Social skills, awareness of others, ability to launch & sustain relationships
- Who → ▪ Identify expertise and experience you need; who is likely to be receptive?
- Where → ▪ Figure out where to look

From Strategic Relationships At Work: Creating Your Circle of Mentors, Sponsors, and Peers for Success in Business & Life, Murphy & Kram

The Importance of Self-Awareness



- Identify:
 - Personal Values
 - Professional & Personal Goals
 - Attitudes & Preferences in work and relationships
- Values
- Goals & Interests
- Talents & Skills
- Areas for Improvement

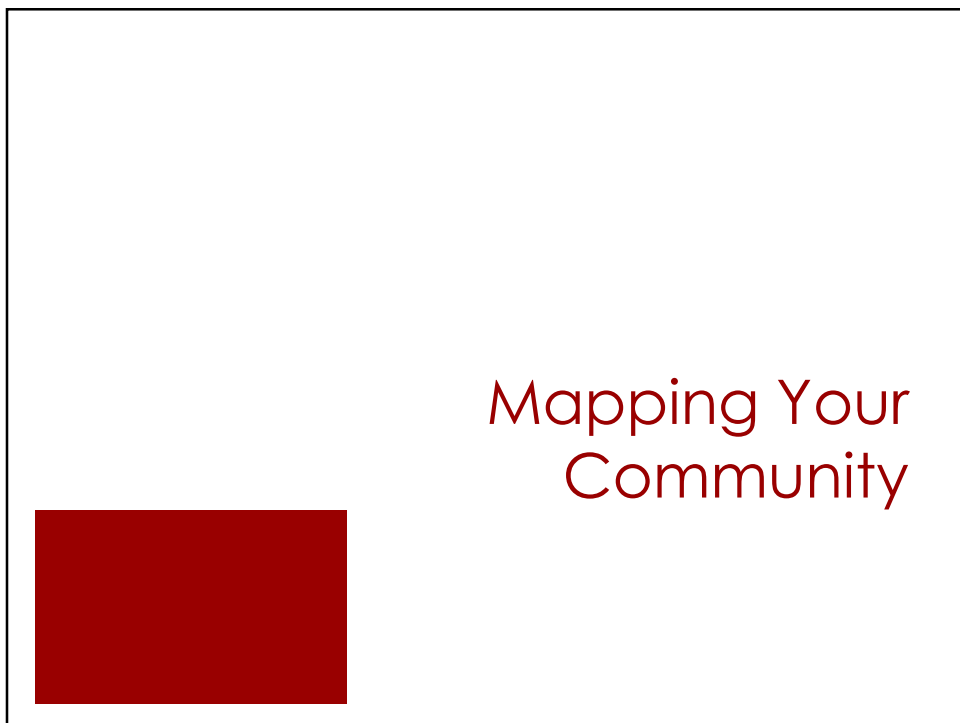
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Increasing Your Self-Awareness



- Regular Reflection
 - Journaling
 - Self-Assessments
 - DiSC (<http://discpersonalitytesting.com/free-disc-test/>)
 - Strengthsfinder (<https://www.gallupstrengthscenter.com/>)
 - MBTI
 - What else?
 - Research into Career Opportunities

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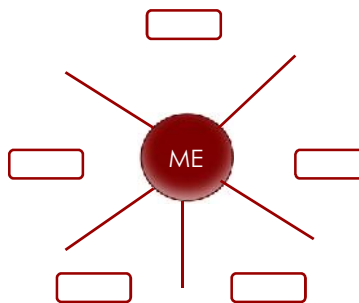
Typical Career Communities



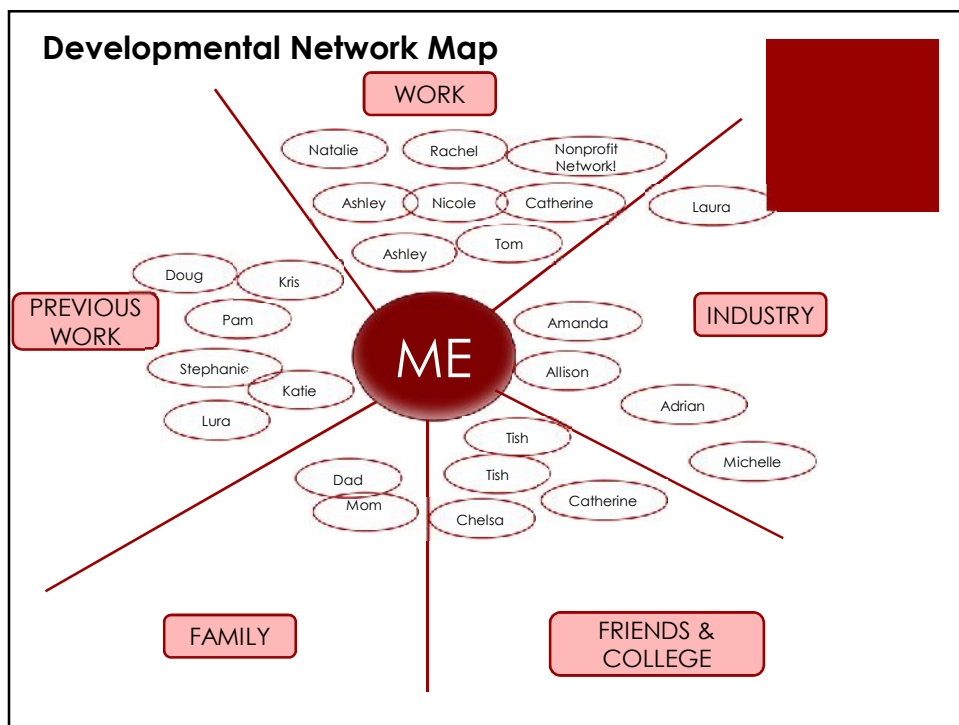
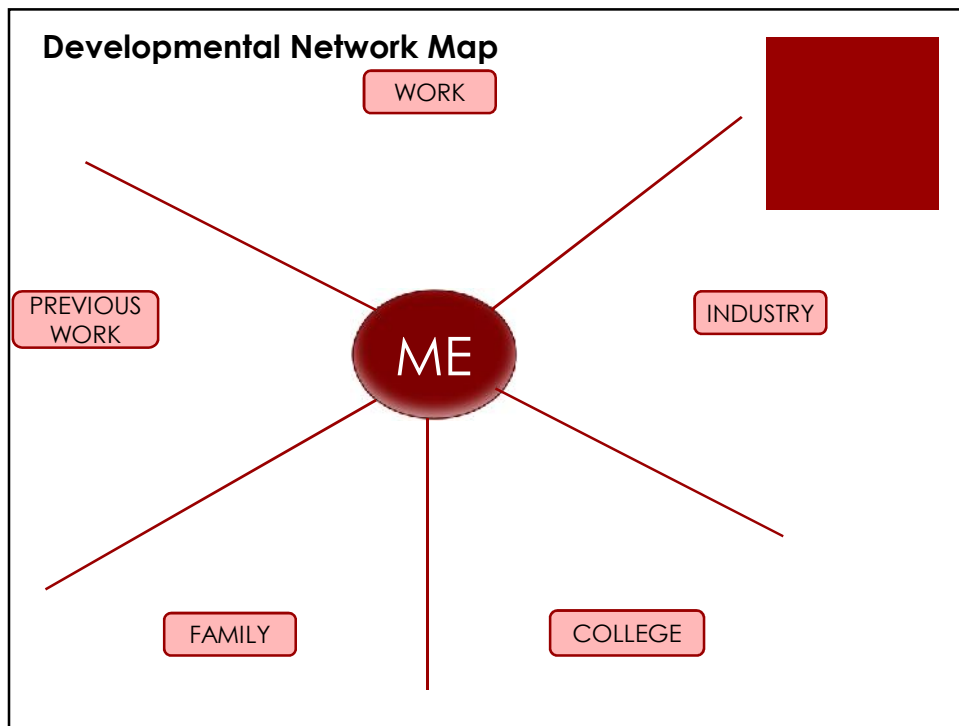
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Your Developmental Network Map

- Think about your career communities
- Think about people in those communities
- Consider the strength of each relationship



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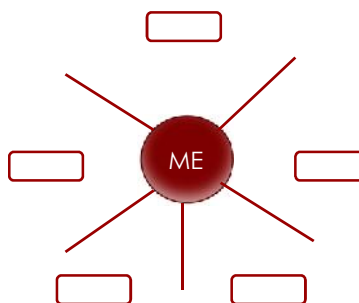


Developmental Network Map Activity



Your Developmental Network Map

- SIZE
- DIVERSITY
- DENSITY
- TIE STRENGTH
- MULTIPLEXITY



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INITIATING
RELATIONSHIPS
SELF-
ASSESSMENT



Goal-Setting

TOP GOALS OR SKILLS TO BUILD	PEOPLE IN YOUR NETWORK
1.	
2.	
3.	

Knowing WHO

- First – think about WHY. What are your goals?
- What are your goals or challenges?
- In what areas do you want to improve?

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Knowing WHO

- Revisit your developmental and career networks
- Revisit your Top 3 Goals & Nonprofit Skills List
- Be Intentional
 - Whom do you admire?
 - Whom do you want to get to know better?
 - What is it about them that impresses you?
 - Is there anyone in your broader social network who could be helpful as a developer?
 - Who in your network is well-connected?
 - How can you meet new people?

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Knowing HOW

- Do you have a relational mindset?
- Are you proactive?
- Are you leaving a good impression?
- Do you have social awareness and social skills?
 - Thoughtful communication skills
 - Empathy
 - Emotional Intelligence

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Knowing HOW

- Making the Ask
 - Clear expectations
 - Defined time

EXAMPLE:

- "I think I could learn a lot from you in ... (*specific area*). Would you be willing to meet with me once a month for the next six months? I'll buy lunch/coffee!"

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Knowing HOW

- Steps for a Great Interaction
 - Prepare
 - Clarify Expectations
 - Listen carefully
 - Strategic self disclosure
 - Set boundaries
 - Convey appreciation
 - Keep in touch regularly
 - Create opportunities for mutual learning

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A Great Relationship



Taking an Entrepreneurial Approach

Entrepreneur: A person who organizes, operates, and assumes the risk for a business venture.

- Taking initiative
- Taking risks

- The best mentees...
 - **Ask** good questions
 - Boldly **seek** learning opportunities
 - Clearly **state** what they need
 - Frequently **thank** their developers

“Good work is not enough to build a career. You've got to treat your career progression as the difficult start-up business it really is.”

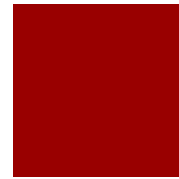
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EVERYONE CAN BE A MENTOR



- We all have skills and are knowledgeable!
- You will benefit, too.
- It's time to pay it forward.

DO YOU WANT TO BE A MENTOR?



Things to think about...

- Do you want to share your knowledge and experience with others?
- Do you enjoy encouraging and motivating others?
- Are you comfortable asking challenging questions?
- Do you want to contribute to other people's growth and success? Are you prepared to invest your time in mentoring on a regular basis?
- How will mentoring contribute toward your own career goals?
- How will mentoring add to your sense of contribution and community?
- In what areas are you willing to help? Are there any areas that you don't want to go near?

From Mindtools www.mindtools.com/pages/article/newCDV_70.htm

PLANNING



- **Frequency of contact** – How much time can you commit to this relationship? How many can you handle?
- **Method of contact** – face-to-face, phone calls, emails, skype?
- **Duration of partnership**
- **Skills, knowledge, and experience** – What specific expertise can you offer to a mentee?
- **Confidentiality**

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Healthy Mentorships



The Best Mentors are...

- Committed to the relationship
- Skilled & knowledgeable
- Trust builders
- Active listeners
- Strong analysts
- Honest, clear communicators
- Committed & reliable
- Role models
- Cheerleaders
- Not trying to mold

The Best Mentees...

- Committed to the relationship
- Take initiative
- Take risks
- **Ask** good questions
- Boldly **seek** learning opportunities
- Clearly **state** what they need
- Frequently **thank** their developers

One Mentor May Not Be Enough!



- Formal and informal mentors are important.
- Relationships within and outside your workplace are critical
- You learn from relationships at all levels
- Relationships provide various types and amounts of support

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A Culture of Development



- Does your nonprofit foster a culture of development?
- What can we as nonprofits do for our sector to foster a culture of development?

WHAT ARE YOUR NEXT STEPS?

- Self-Awareness
- Goal-setting
- Identify potential developers
- Make the ask!



THANK YOU!