

PowerPlugs

Templates for PowerPoint

Success in Mentoring

January 19, 2018



Colorado Public Health Mentoring Program

A wide-angle photograph of a desert landscape, likely Monument Valley. In the foreground, a large, prominent butte with a flat top and vertical rock faces stands out. The ground is covered in reddish-brown soil with some sparse vegetation. In the background, several other buttes and mesas are visible under a clear, light blue sky. The lighting suggests it might be early morning or late afternoon, as the shadows are long and the colors are warm.

Be The Change

You want to see in the world.



Webinar Outline

Mentor Introductions

CPHMP Vision

Mentoring Defined

Phases of the Mentoring Relationship

Inspiration & Action

Support

Colorado Public Health Mentoring Program



colorado school of
public health

UNIVERSITY OF COLORADO
COLORADO STATE UNIVERSITY
UNIVERSITY OF NORTHERN COLORADO

Mentor Introductions

Name

Current Organization and Role

How long have you been a public health professional?

Areas of Expertise

Public Health Passion(s)

Why did you want to mentor for CPHMP?

What do you hope to gain through mentoring?

Are you willing to be a resource to other participants in the program?

Imperative for Mentoring

The Future of the Public Health Workforce:

- 48% over 50 years old
- 25% plan to retire by the year 2020
- 25% less than 5 years of experience
- Only 52% are familiar with Health in All Policies
- In 2014, 25% of the United States population was served by local public health agencies



CPHMP Vision

To contribute to an

ENGAGED

CONNECTED

COMPETENT

public health workforce in Colorado that
effectively prevents, promotes, and protects the
health of Coloradans.

CPHMP Goals

- To provide opportunities for mentors to enrich their contributions to public health and further develop as leaders;
- To enhance the professional development of the public health mentee;
- And to strengthen the public health professional workforce network in Colorado.

Mentoring is NOT...

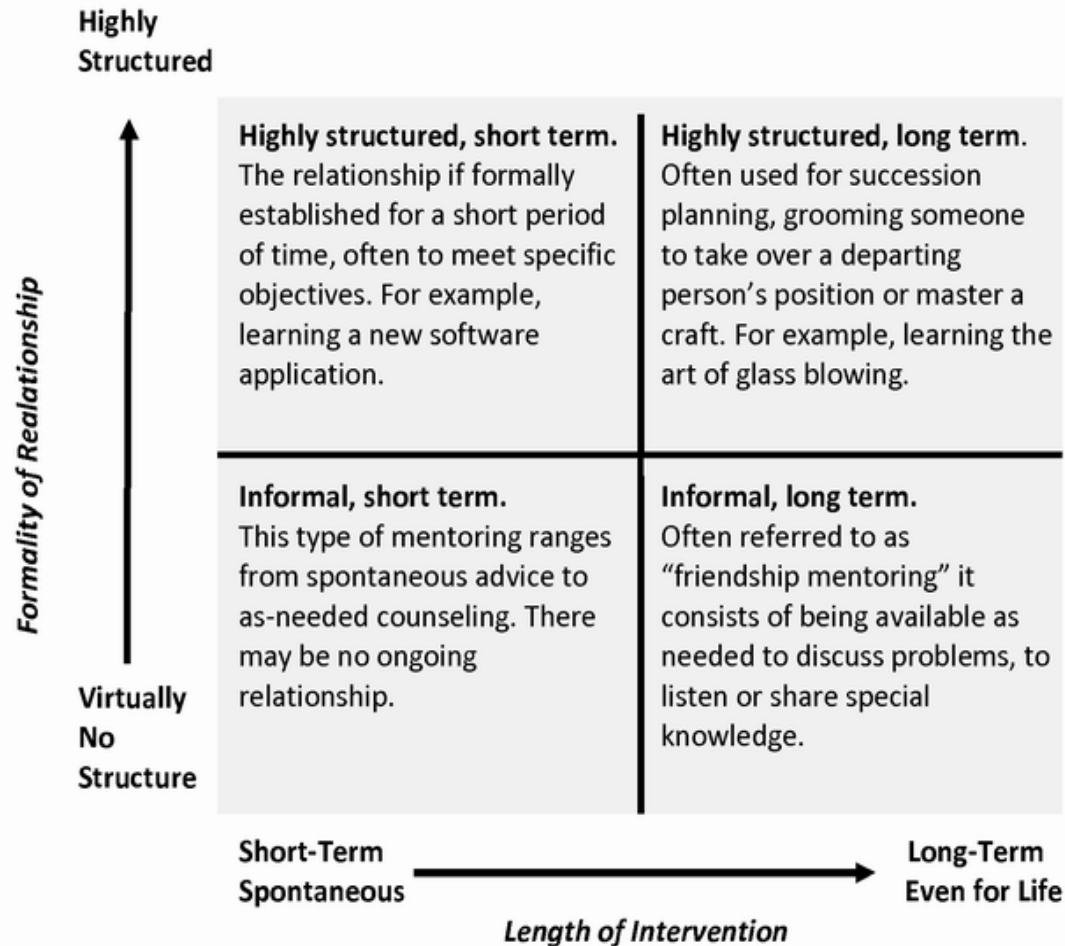
- A “quick fix”
- A casual arrangement
- Therapy
- A job search
- A one way street where:
 - The mentee passively receives instruction or information from the mentor
 - The mentor gives the mentee “all the answers”

MENTORING IS...

A **DEVELOPMENTAL RELATIONSHIP** in which one person nurtures the professional development of another.

A **PROCESS** by which one assists another in clarifying professional goals and creating an action plan to achieve those goals.

FORMS OF MENTORING

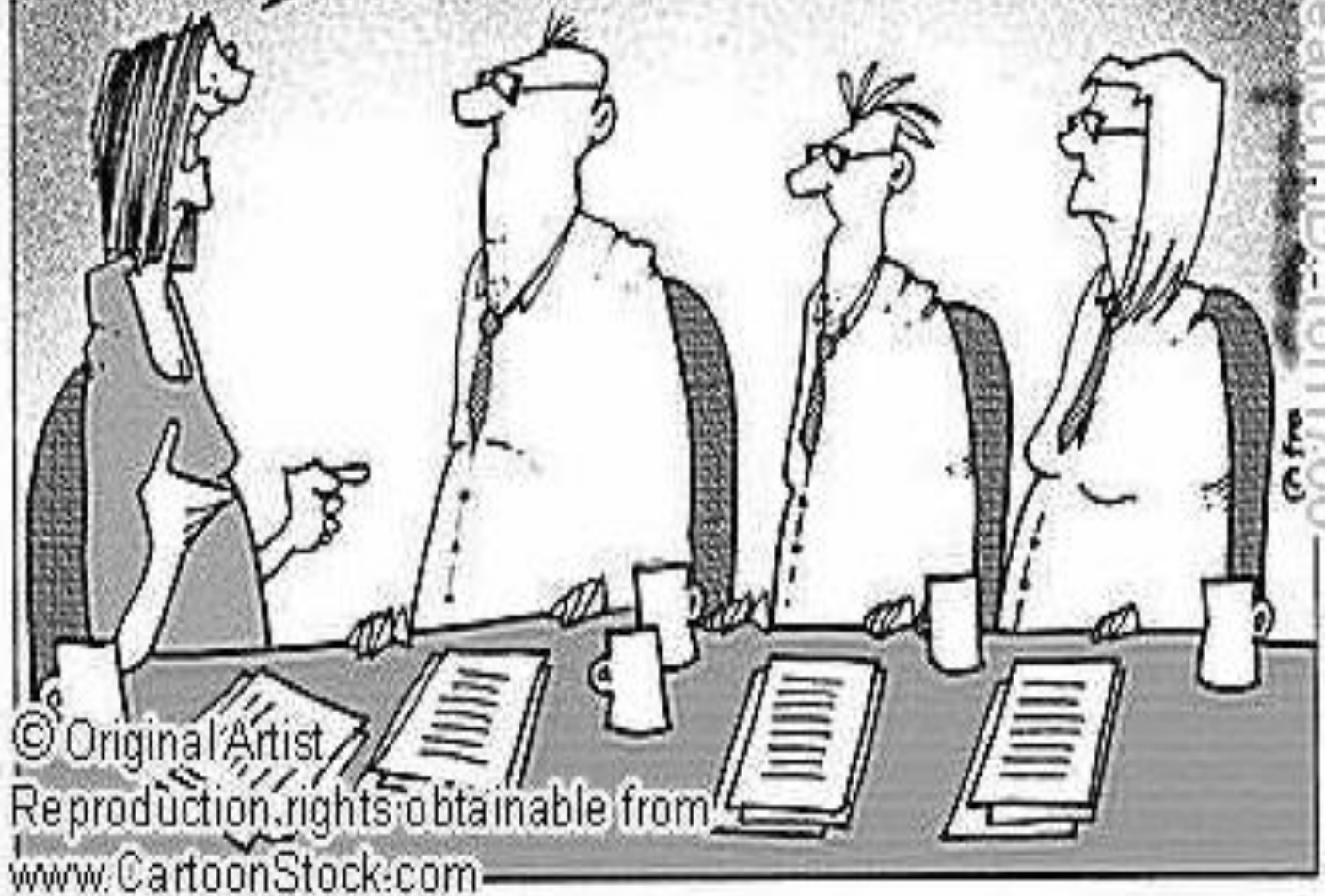


Forms Mentoring May Take Adapted from: Shea, Gordon, *Mentoring*, 2002

Two Main types of Professional Mentoring

- **Developmental mentoring**: The mentor assists the mentee in developing new skills and abilities. The mentor is a guide and a resource for the mentee's growth.
- **Sponsorship mentoring**: The mentor is more of a career influencer than a guide. In this situation, the mentor takes a close interest in the progress of the mentee. The mentor "opens doors", influencing others to help the mentee advancement.
- *As a mentor for CPHMP, you may do BOTH!*

TOM, MENTORING IS ABOUT MORE THAN ENCOURAGING PEOPLE
TO BE JUST LIKE YOU!



What Do Mentors DO?

- Develop and Manage the Mentoring Relationship
- Survey the Professional Environment
- Sponsor and Advocate for Your Mentee
- Guide and Be a Dialogue Partner
- Teach, Skill Development
- Model Leadership
- Motivate and Inspire



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10 GOALS

VISION

CREATIVITY

LEADERSHIP

CAREER

STRATEGY

PLANNING

INSPIRATION

IDEA

ANALYZING

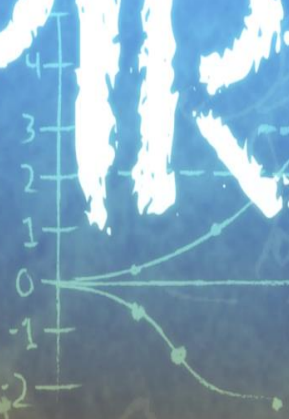
SUCCESS

MOTIVATION

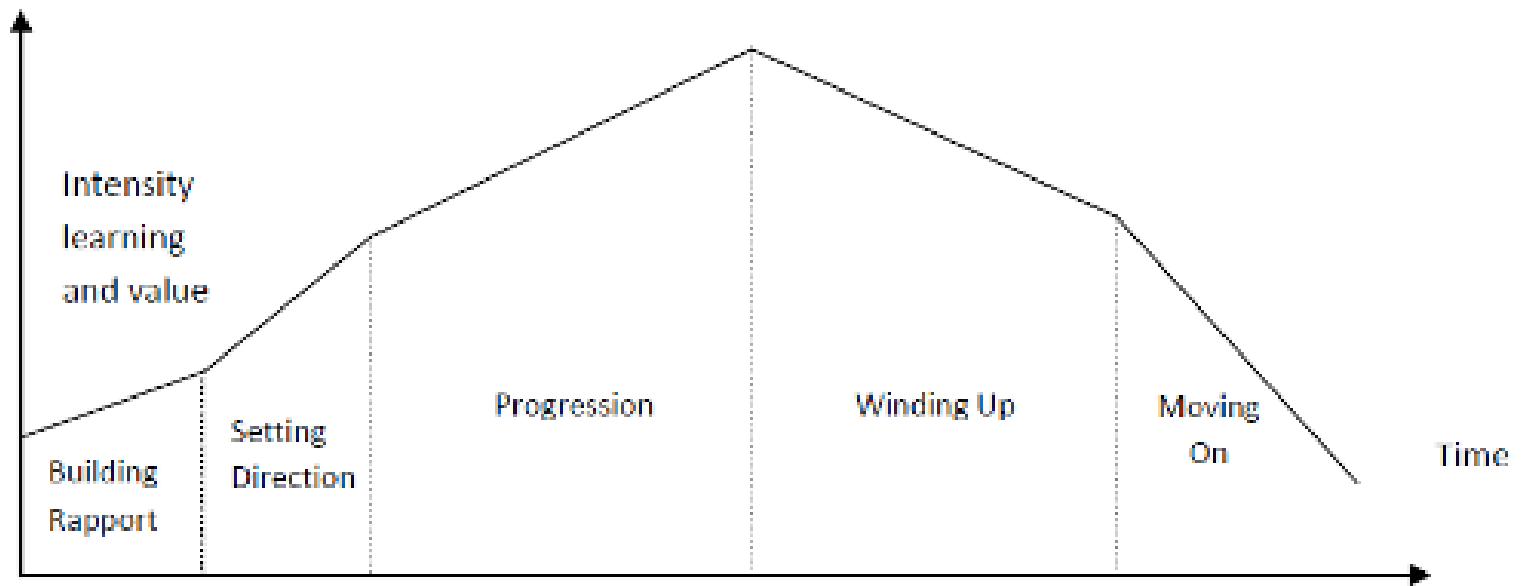
TEAMWORK

SOLUTION

COMMUNICATION



PHASES OF THE MENTORING RELATIONSHIP



Phases of the mentoring relationship

Clutterbuck & Lane, 2004

Building the Mentoring Relationship: Rapport

- As the mentor, SET THE EXAMPLE
- Agree on Details
- Establish Trust
- Confidentiality

StrengthsFinder in Mentoring

WHY???

- Provides a common language
- Inspires interactive learning
- Increase appreciation and clarity
- Encourages mutual goal-setting
- Articulates your value
- Offers ideas for action planning and goal setting

Strengths-Based Mentoring is:

ART OF LISTENING

ART OF BUILDING TRUST

ART OF CAPTURING THE JOURNEY

ART OF ASKING

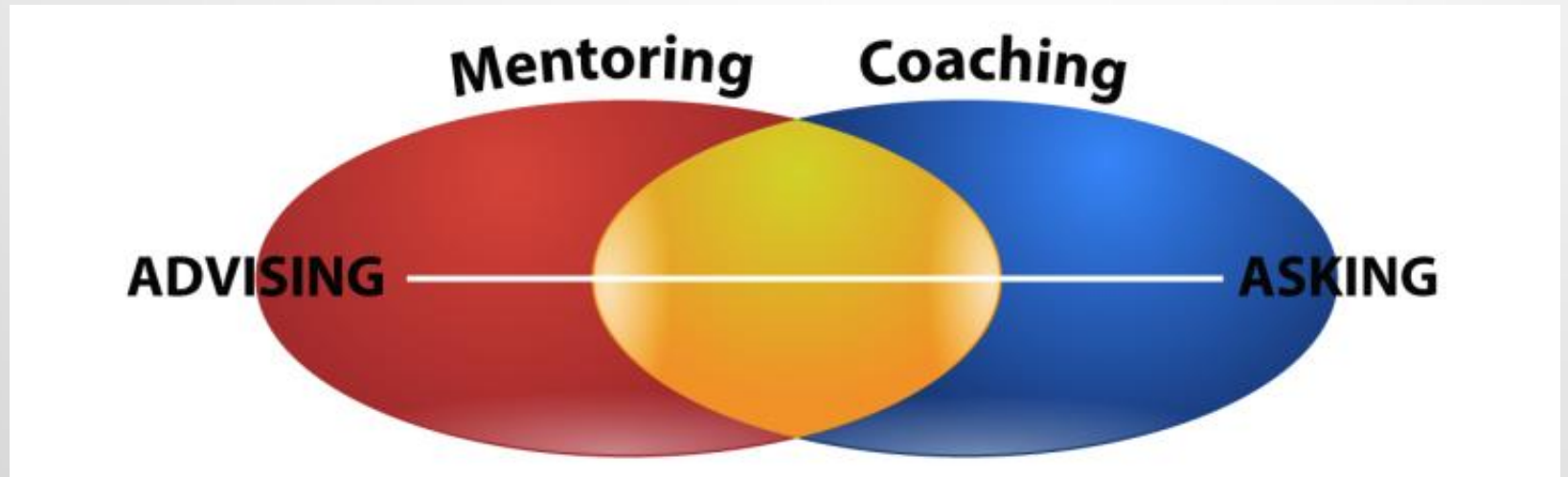
ART OF ADAPTING

ART OF ASKING FOR SUPPORT

Building the Mentoring Relationship: Setting Direction

The mentor should facilitate the mentee taking ACTIVE RESPONSIBILITY for his or her own development, with the mentor serving as a facilitator of that growth by *coaching, asking powerful questions* and *active listening*.

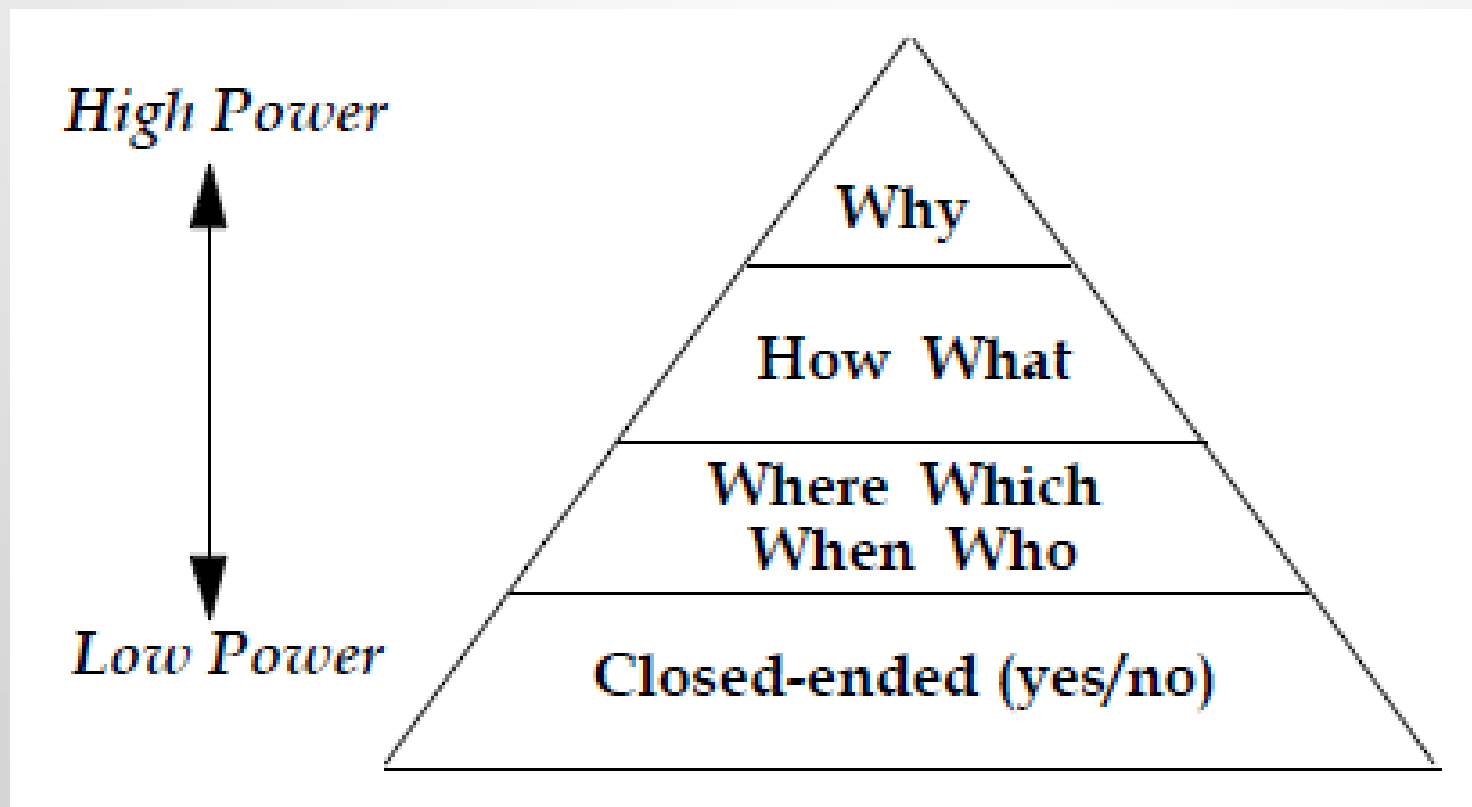




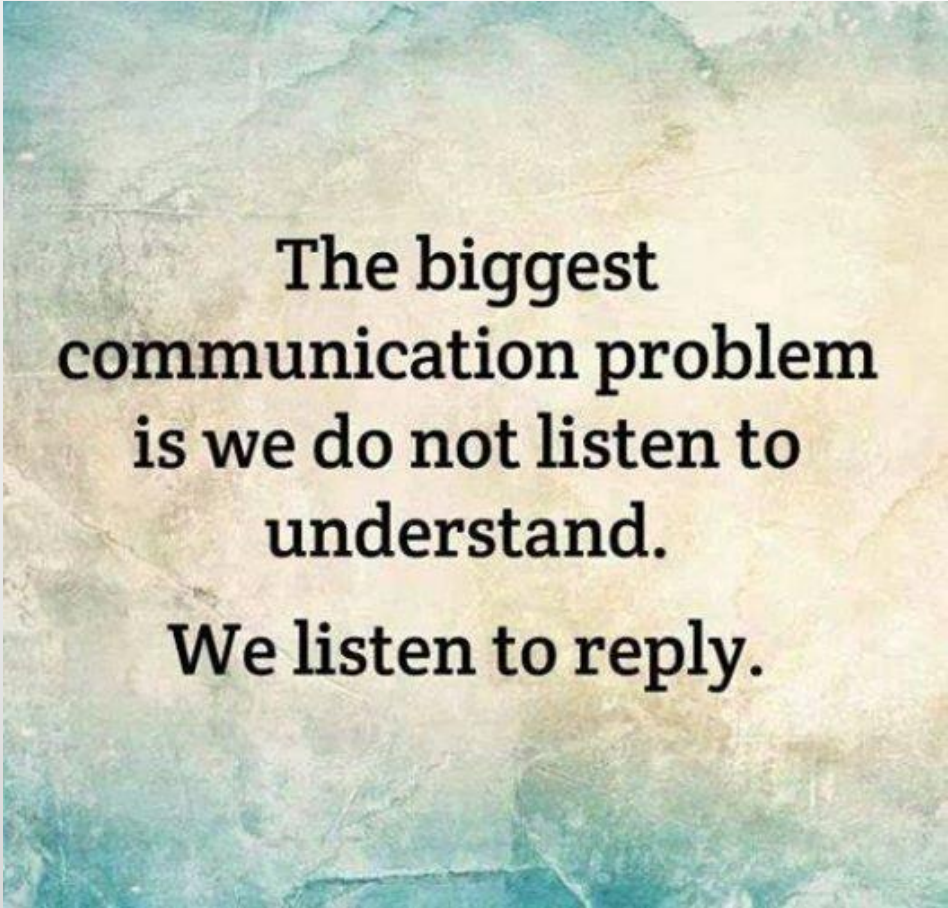
Powerful questions provoke
breakthrough thinking



Powerful Questions



Active Listening



The biggest
communication problem
is we do not listen to
understand.

We listen to reply.


And the Mentee...

Effective:

- Goal-Oriented
- Seeks Challenges
- Takes Initiative
- Shows Eagerness to Learn
- Accepts Personal Responsibility

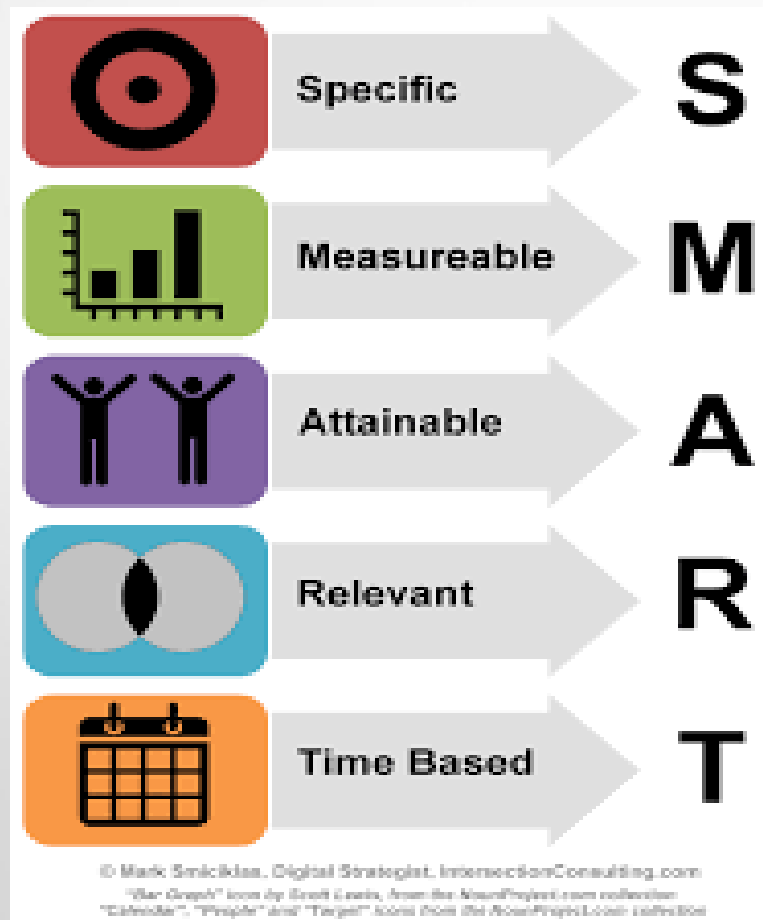
Ineffective:

- Too Busy
- Overly Dependent
- Too Self-Promoting
- Lacks Focus
- Doesn't follow-through
- Disinterested



**If you are working harder than
your mentee, then you are
working TOO HARD!**

Building the Mentoring Relationship: Setting Direction



Shared Action Plan

Goals Identify and date shared goals for the mentorship.	Tasks What do you need to do to reach your goals?	Success Criteria How will you identify your success?	Time Frame When will the task be completed?	Resources What or who can help you reach your goals?	Outcome Document and date measure of progress toward goals.



Sustaining the Mentoring Relationship: Progression

Shifting roles

More collaborative

Comfortable with Challenges

Revisiting GOALS and PROGRESS

Sustaining the Mentoring Relationship: Progression

Mentees who *perceived* their mentor was highly committed to the relationship were:

- More satisfied with the quality of the relationship
- Reported learning more from their mentors
- More likely to stay engaged

Key Predictors of Mentoring Success

- Clarity of Purpose and Intention
- Clear expectations
- Reciprocal
- Shared values
- Management of Details
- Follow-up and Follow-through
- Gratitude
- Clear Boundaries

WE RISE BY
LIFTING
OTHERS

~ROBERT INGERSOLL





Inspiration for Mentors

WHAT ARE THE BENEFITS
OF MENTORING?



MENTOR INTERVIEW

Support for Mentors

- CPHMP is committed to providing training and ongoing support to set mentors up for success
- CPHMP is committed to assisting mentors with questions and needs throughout the cycle





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