

Keys to Successful Mentoring

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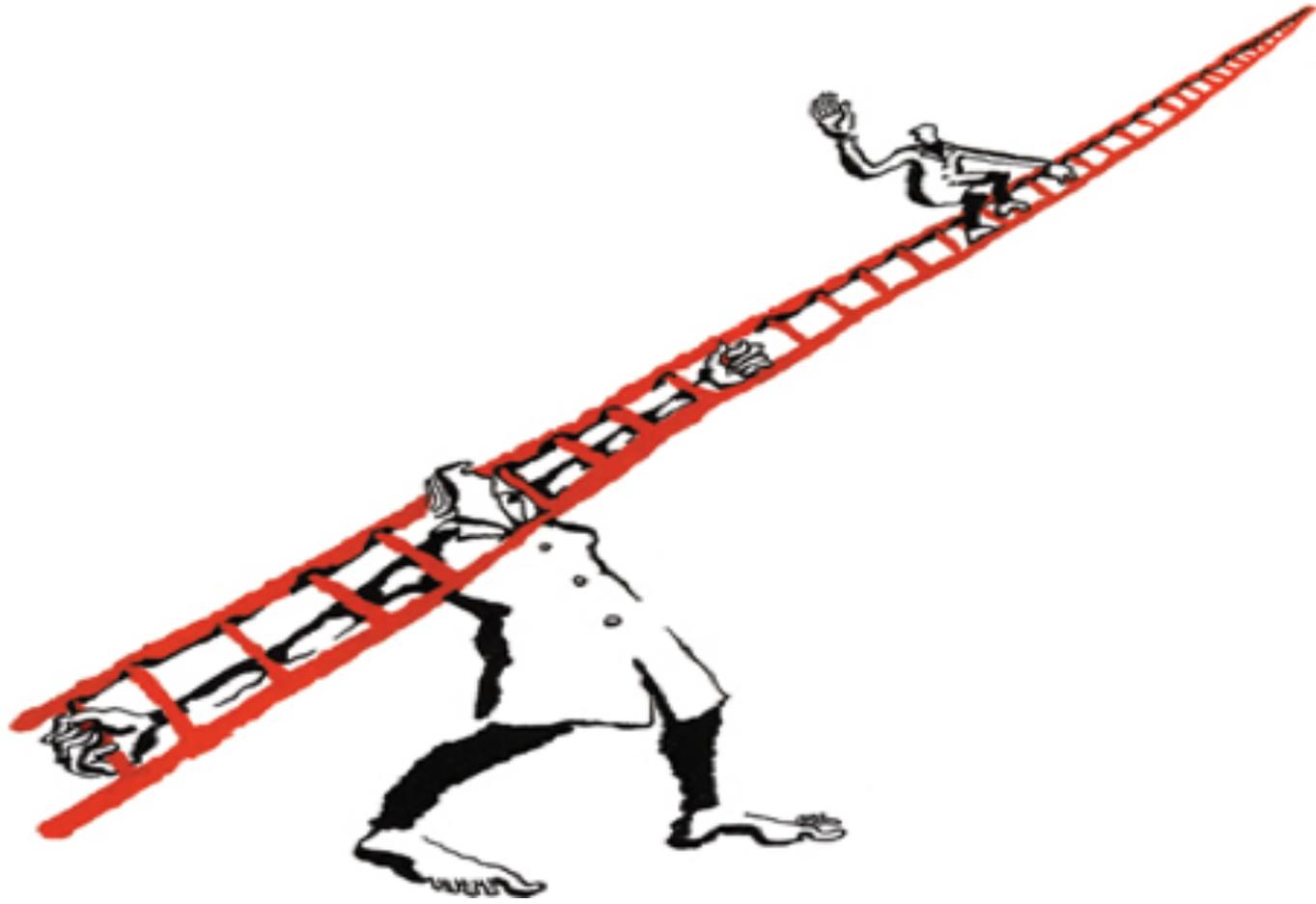
Objectives

- Define personal mentoring needs
- Construct a range of supportive professional relationships



Key # 1
Successful
mentoring
requires
self-awareness,
reflection and
dialogue





For Discussion

What is a mentor?

- Think about *one* person who has been your mentor.
- Provide 1-2 example(s) of how you have benefitted from the mentor relationship

Deconstructing mentoring needs

Mentors can provide:

- Knowledge & expertise
- Guidance & support
- Advice
- Counseling
- Coaching
- Other psychosocial functions

What kinds of help do mentors provide?

Career	Psychosocial
• Advocacy	• Role modeling
• Coaching	• Counseling
• Exposure and Visibility	• Acceptance and Confirmation
• Protection	• Friendship
• Challenging Assignments	

Mentoring domains- career

Content/Nuts & Bolts

- How do I...
- Research questions
- Manuscript writing
- Clinical guidance
- Teaching

Process

- Strategies to advance career
- Career choices
- Promotion
- Balancing responsibilities

What kinds of help do **you** need from mentoring?

Successful mentoring requires
self-awareness, reflection and **dialogue**



What do you see ...as you visualize **YOUR** future?



*“The future belongs to those who believe in the beauty of their dreams.”
Eleanor Roosevelt*

Moving from Goals to Reality: **What, Why & How?**

***What** do you need to learn?*

***What** are the links to past and future learning?*

***Why** do you need to learn it?*

Moving from Goals to Reality: **What, Why & How?**

***How** are you going to learn...?*

Key #2

Cultivating a range
of **relationships**



Developmental Relationships

	SPONSOR	COACH	MENTOR
Purpose	Advocate for protégé's promotion	Improvement on task or professional goal(s)	Personal & professional development
Focus	Increasing protégé's visibility & opportunities	Immediate challenges and opportunities	Both immediate and long-term issues
Role	Internal leader	Internal or external	Leader at any level; usually not direct report
Methods	Expand protégé's perceptions of capabilities; mobilize network on her behalf	Professional development, facilitate transitions, remediate derailing behavior	Holistic discussions that support career development and personal growth
Results	Promotion	Generate actionable learning; performance	Objective and subjective career success
Duration	6 months – 1 year	Flexible	Longer-term

A New **Mindset** on Mentoring

*“The traditional mentoring arrangement doesn’t work anymore. A single senior colleague can’t keep up with all the changes in the fast-moving world of **work...People should create and cultivate developmental networks- small groups of people who provide regular advice and support.**”*

(Kram and Higgins, 2008)

Developmental Networks



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Personal Network Assessment

*During the past year, **who** are the people who have taken an active interest and concerted action to help you to advance your career by providing **professional** and/or **personal** guidance?*

*What **gaps** do you see?*

Network Characteristics, Opportunities & Gaps

Size

- How many developers?

Diversity

- Is there variety in your network?

Density

- How interconnected is your network?

Tie Strength

- How close are your connections?

Non-traditional Mentoring Developmental Networks

- Mentor constellations
- Peer groups
- Professional organizations
- Informal mentoring
- Project/time limited mentoring

What kinds of help do **you** need from mentoring?

It depends...

- What are your goals?
- What other kinds of professional and personal relationships are available to you to promote personal and professional growth?



Keys to Successful Mentoring

Successful mentoring relationship keys:

***Self-awareness, reflection** and **ability** to participate in **constructive** dialogue*

***Cultivation** of a range of **supportive** professional relationships*

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