

THE POWER OF MENTORING

LifeChampion[®] Learner's Guide

*For Use with
"The Power of Mentoring" Video/Audio Learning Program
by LifeChampion[®] International, Inc.
Available at LifeChampion.com*

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Notes

WELCOME!

In order to be successful in today's world we need to be constantly growing - as individuals and as an organization. Through continued growth and improvement we increase our value to our organization, our constituents and society in general. Continued learning and continued development are critically important to your personal and professional success and happiness.

LifeChampion® International is committed to providing the highest quality personal and organizational development programs and resources available. We provide live seminars and motivational speeches, complete learning systems, customized audio, video and written training resources, and a myriad of development programs that combine multiple elements to ensure higher retention and implementation of skills.

We welcome you to this LifeChampion® Program and look forward to a long-term partnership with you. Please ask about our other development programs and learning systems which may benefit you or your organization, or visit our website at www.LifeChampion.com.

Best wishes,

Tyler W. Eldred
President and Founder

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LifeChampion[®] Learner's Guide

“The POWER OF MENTORING”

This is an overview of key elements and dynamics for successful mentoring. It is intended to provide a sound foundation for anyone interested in participating in and growing through a mentoring relationship. It will also prepare you to effectively participate in a mentoring program as either a mentor or mentee and support the goals and objectives of a developmental culture. This program is hopefully a starting point for continued study and application that will benefit you on either side of any mentoring relationship regardless of your current or future position. It is focused on foundational principles and practical application – things you can begin applying immediately. The general areas of discussion will include: an overview of what mentoring is, what it is not, some common misconceptions, an overview of roles and responsibilities for both mentors and mentees, how these concepts support and enhance personal growth and leadership development throughout an organization and how you can apply these concepts personally or as an organization. Each of these topics is obviously an extended discussion and area for continued study. This course is a starting point, an initial discussion with insights and specific action steps that can be applied immediately and grown through study, application, experience and time.

In order to truly become a “learning, teaching and sharing organization,” every member of an organization must become both a mentor and a mentee. Mentoring relationships are critically important for sharing knowledge and best practices, developing our leaders of tomorrow and keeping our leaders of today fresh in both thought and application. We hope this course proves to be a valuable tool for your personal and professional success as well as an indispensable asset to the achievement of your organizational vision.

This LifeChampion Learner's Guide is one tool to increase your results from this program. It will assist you as you view or listen to this course, is a great resource for later reference and is a starting point for continued development. Use it to take notes, trigger ideas, and guide you to better learning results. You will find a “*My Keepers*” section on the back cover. When a valuable idea, concept or statement hits you, flip the guide over and jot it down. Those “ahas” form the basis for your action planning at the end of the program. At the end of the Learner's Guide you will find an “*Additional Resources*” section, a “*Personal Action Plan*” section to focus your actions as a result of the program, and a “*30-Day Personal Action Journal*” page to track your actions and results. This course is intended to generate action toward beginning or improving a mentoring relationship. No action by you, little value from this program. So take action on your learning immediately and journal what you notice, what you do, and the results obtained (good or bad) on your Action Journal page. This simple act will dramatically accelerate your personal development and initial growth as a mentee or mentor.

We commend you for investing in yourself through this program. Effective leaders and effective individuals in today's organizational environment are learners. Make a commitment to yourself to continue the learning long after your initial exposure to this program. And make a commitment today to be a champion of and participant in your mentoring program. You are the one that will benefit most.

We look forward to being a partner with you in developing this and other crucial skills today and beyond. Best wishes in this course and in your journey for continued growth, self-improvement and excellence.

Tyler W. Eldred, Founder
LifeChampion[®] International, Inc.

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For information on this and other courses, developmental programs and resources, or for customized review materials for this course, Please contact:

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MODULE 1 – AN INITIAL PERSPECTIVE

The Power of Mentoring Introductory Thoughts:

What comes to your mind when you hear the word “Mentoring”?

- 1.
- 2.
- 3.

Why should we discuss “Mentoring” as part of a personal or organizational development plan?

- 1.
- 2.
- 3.

What is Mentoring?

- Mentoring is a relationship with the **intent** to improve our personal, professional and/or organizational effectiveness.
 - Typically one person is thought of as the “mentor” whose role is to share experience, insights, resources and guidance for another person we will refer to as the “mentee”.
- A mentor is a guide, wise counselor or trusted advisor.
- The word mentor comes from ancient Greece. Mentor was the friend of Odysseus and the person selected to guide, counsel and educate his son.
- Mentoring typically occurs in a one-on-one relationship with another person.
- Mentoring involves sharing.
- Mentoring is based on mutual trust, respect, a desire to add value to the relationship and accountability to do the things agreed upon.
- Mentoring involves the development of yourself and others.
- Mentoring is typically focused on improving in specific developmental areas.
- Mentoring focuses on sharing and imparting knowledge and wisdom rather than just information or skill development.
- Mentoring is an excellent way to build knowledge of the culture and politics within an organization.
- Mentoring can impart many of the intangible knowledge points within an organization.
- Normally outside the direct supervisory relationship.
- Mentoring may be a formal process, an informal process or a hybrid of resources provided and freedom to participate and select mentoring relationships.

What Mentoring is Not?

- Mentoring is not “Training”
 - Both are valuable.
 - Training may at times include mentoring and mentoring may at times include training. Yet there are distinctions that are valuable.
 - Training is focused on standardized skill building. A set of competencies is clearly defined and a standardized course is developed and delivered to a group of people via a set of delivery methods.
 - Mentoring tends to focus on knowledge transfer on a personal level, customized to the individual mentee.

- Metrics are more readily applied to “training” than to “mentoring”.
 - Training typically has specific competencies and levels that are quantifiable and measurable for a broad group of people.
 - Mentoring is more personalized and often focuses on the more intangible elements of tacit knowledge.
 - Systems can still be developed to accurately depict the value added through a mentoring relationship.

- Mentoring is not the same as “Coaching & Supervising”
 - Coaching is normally focused on providing specific instruction to improve a skill set or better leverage a skill set to achieve performance improvement.
 - Supervising is providing support and resources to achieve clear organizational objectives. Evaluating performance, giving feedback and identifying developmental needs.
 - Mentoring is a relationship in which we guide and assist through sharing experience, providing insights or possible paths and encouraging the individual growth of the mentee.
 - All three can occur together and at times are subsets of each other. Often intertwined with no definable characteristics of when you may be wearing which hat(s) during interactions.

- Mentoring is not counseling.
 - Counseling normally involves helping the person come to their own conclusions. It rarely includes sharing the personal experiences, values, judgments or preferred actions of the counselor.
 - Mentoring is not about telling the mentee what to do, but it is about sharing personal experiences, values, judgments and suggestions.

- Mentoring is not telling someone what to do, solving their problems or doing their work.

Common Misconceptions About Mentoring

- It is the organization's responsibility to provide mentoring.
- Mentoring is a one-way relationship.
- Mentoring takes too much time.
- The mentor is responsible for the success of the mentee.
- A mentor has to be "perfect" at something to be effective.
- A mentor should not make any mistakes or have personal flaws.
- Mentoring must be a structured process.
- Mentoring is the same as coaching or supervising.
- A mentor must be in the direct chain of command.
- Mentoring must occur face-to-face.
- A mentoring relationship must last for an extended time.
- I can only have one mentor for a particular segment of my life.
- I can have only one mentor at a time.
- Mentoring is just for career progression.
- Our mentoring program is just another box I have to check for advancement.
- Mentoring is mostly about finding the right fit and personality.
- To mentor effectively I must be a friend first.
- Mentors are always older and from a higher level in the organization.
- Mentoring is only for the new people.

MODULE 2 – PURPOSE, POWER & BENEFITS

The Purpose of Mentoring

- To enhance development of the organization and its people.
- To increase the effectiveness of the organization to perform and achieve desired outcomes.
- To create a culture that values knowledge acquisition and knowledge transfer throughout its members.
- To share, leverage, and utilize best practices.
- To accelerate development of leaders and high performers throughout the organization.
- To accelerate the development of members of an organization.
- To increase leadership effectiveness of an organization.
- To help an organization adapt more effectively to change.
- To increase job satisfaction of individuals through personal and professional development.
- To increase awareness of the culture and politics in an organization.
- To solidify and ingrain the core values, principals, purpose, vision and methodologies of the organization.
- To create an environment of sustained excellence within an organization.
- To reduce dependence on particular individuals within an organization.

The Power of Mentoring

- Mentoring is the most powerful way to transition knowledge and wisdom throughout an organizational culture.
- Excellence is created and sustained within an organization one individual at a time. Mentoring supports and sustains the relationships which feed this in a way that no other training or development process can.
- Mentoring is the number one way to develop leaders prepared to effectively take the organization forward.
- A vibrant and effective mentoring process and culture ensures the success and vitality of an organization.

Why Mentoring is Important?

Mentoring Supports the Strategic Plan, Vision and Principles of an Organization

- To become a "**learning, teaching and sharing organization**" it is imperative that a successful mentoring culture be established.
- Effective mentoring relationships are one of the most powerful ways to reinforce and solidify the key values, vision, principles and culture of the organization.
- Mentoring relationships help take focus off of immediate activities and on to core principles for sustained effectiveness and success.
- Mentoring is one of the most powerful ways to develop, share, and leverage best practices throughout an organization.

Fundamental to Supporting Your Specific Leadership Competency Model

For Example:

- **Building Coalitions and Communication.** Mentoring breaks down silos and improves understanding, communication, and collaboration.
- **Leading Change.** Sharing and discussing experiences is an excellent way to provide fresh insights to new challenges and opportunities. Mentoring stretches us to think in new ways which are invaluable to leading change.
- **Strategic Thinking.** Mentoring is an excellent way to help foster broad-based strategic thinking throughout the organization. It is far more effective than training can be for this particular arena.
- **Business Acumen & Results Driven.** Business acumen is often simply the ability to determine the most important aspects of any particular situation. These are the types of discussions the readily occur in a mentoring relationship.
- **Leading People.** Effective leaders are learning leaders. Effective leaders are also those that are focused on developing others. These are two critical outgrowths of a mentoring culture.

Benefits of Mentoring

Mentee

- Build particular skills & competencies.
- Better understand the culture or politics within an organization.
- Become a better leader.
- Obtain broader insights and enrich their knowledgebase and ability to use their information and skills.
- Accelerate their success in a new or existing position.
- Keep pace with rapid change within an organization or industry.
- Make valuable contacts and expand their network.
- Enhance opportunities for career advancement. Make themselves more promotable, faster.
- Learn and grow. Increase their personal and professional effectiveness, and their value to the organization.
- Increased self-awareness.
- Obtain a sounding board for concepts and potential plans.
- Tap into the cumulative knowledge of the organization.

Mentor

- Improve their understanding of the topic they are mentoring on.
- Share their expertise with others in their organization, industry, or community.
- Gain fresh insights and perspectives.
- Re-energize themselves.
- Invest in their organization.
- Invest in the careers of others.
- Follow in the footsteps of those who have helped develop, encourage, and support them.
- Make valuable contacts and expand their network.
- Improve their leadership.
- Improve their ability to develop others and replicate their expertise.
- Increased self-awareness.
- Increase their ability to communicate ideas and action oriented framework.

Organization

- Increase and accelerate the transfer of knowledge and best practices throughout the organization.
- Share the tacit knowledge of top performers.
- Create a culture that values learning, teaching, personal and professional growth, and sharing.
- Increased retention of high talent, top performers.
- Accelerate the growth of top performers.
- Improve recruiting of those who are looking for a culture of personal and professional development.
- Increased job satisfaction of mentors and mentees.
- Enhanced leadership development throughout the organization.
- Increase cross-functional collaboration and cooperation.
- Increase the perceived value of diversity throughout the organization.
- Enhance overall learning in the organization.

MODULE 3 – PRINCIPLES, CHARACTERISTICS AND RESPONSIBILITIES

Characteristics of an Effective Mentor / Mentee

Mentor

- Experience/expertise in the developmental area desired by mentee.
- Sincere desire to help others grow and develop.
- Communication skills. In particular, the ability to listen well, communicates concisely, and provide feedback and guidance without directly instructing.
- Ability to provide open and honest feedback, even when the mentee may not like to hear the feedback.
- Ability to help the mentee focus on particular goals and objectives.
- Ability to organize thoughts well.
- Flexible communication style and the ability to modify to the style most beneficial to the mentee.
- An understanding of the organization and culture is highly beneficial.
- A strong network for additional resources is beneficial.
- Time and focus to devote to the mentoring relationship.
- Nonjudgmental. Patient.
- Trustworthiness. The ability to maintain confidential information.
- Ability to spot potential in people and situations.
- Accountability to fulfill agreed-upon obligations.

Mentee

- Sincere desire to learn and grow.
- Willingness and ability to focus a mentoring relationship on specific developmental objectives.
- A strong learning attitude and commitment.
- Time to devote to development through the mentoring relationship.
- A good listener.
- Ability to receive and act on feedback -- both favorable and critical.
- Action oriented. Proactive.
- Self-confident.
- Persistence / Resilience.
- Potential to be successful in the area of mentoring focus.

Key Principles of Mentoring

- Every mentoring relationship is unique.
 - Dependent on desired outcomes.
 - The mentoring continuum.
 - Dependent on personalities involved.
- Mentoring is intentionally focused on facilitating the development of the mentee.
- The mentee is responsible for their growth and improvement.
- The mentor must possess an adequate level of expertise and experience.
- The quality of the mentoring relationship determines the quality of the outcome.
- The mentoring relationship is normally predicated upon the following:
 - Mutual respect.
 - Joint accountability / Commitment.
 - Open and honest communication.
 - Cooperation and collaboration.
 - Trust and confidentiality.
 - Proactive, action oriented, results based.
- A clear understanding and/or agreement of the purpose and desired outcomes of the mentoring relationship must exist.
- A mentoring relationship should be transitioned or terminated when development stops.

The Mentoring Process

- Creation/Clarification of mentoring objectives.
- Establish the mentoring relationship.
- Development/Learning focused interactions and application.
- Monitor results and refine process.
- Conclude or transition the mentoring relationship.

Responsibilities and Expectations

MENTOR is Expected to:

- Commit to the relationship if choose to participate.
- Allocate appropriate time and energy to the relationship.
- Provide guidance and support directed to developmental areas.
- Provide open and honest feedback.
- Confidentiality.
- Assist in guiding the relationship and learning plans.
- Be a resource / provide resources.
- Openly share your experiences and insights that may aid the mentee.
- Actively seek ways to help the mentee be successful, and accelerate their success.

MENTOR is NOT Expected to:

- Be responsible for the success or failure of the mentee.
- Be responsible for driving the relationship.
- Do work for the mentee.
- Provide expert guidance in all areas.
- Extent of the mentoring beyond the agreed-upon boundaries or agenda.
- Become a friend to the mentee or extend the relationship beyond the close of mentoring.
- Manage or supervise the mentee.
- Help the mentee circumvent the proper chain of command.

MENTEE is Expected to:

- Commit to the relationship.
- Allocate appropriate time and energy.
- Take responsibility for driving the relationship.
- Take responsibility for your own success and/or failure.
- Clearly identify your learning goals and objectives.
- Focus the relationship around specific developmental objectives.
- Be honest in your self-evaluation.
- Be open to the feedback provided.
- Take action on the suggestions provided by your Mentor.
- Avoid excuses for lack of performance.
- Help the mentor work with you in terms of your personality and style.
- Take the initiative to ensure sessions are scheduled and held.
- Provide feedback to the Mentor.
- Follow through on all commitments.
- Transition the relationship if the developmental goals have been accomplished or need to be renegotiated.

Mentee is NOT Expected to:

- Be an expert on the topic or an expert in mentoring.
- Know exactly how the relationship should function or even which questions to ask.
- Perform perfectly on suggestions by Mentor.
- Have one exclusive mentoring relationship.
- Do everything the Mentor suggests.
- Be a friend of the Mentor.
- Perform duties outside the mentoring relationship for the Mentor.
- Work for the Mentor.
- Directly disregard direction from supervisors because a Mentor tells you to perform differently.
- Let the Mentor determine or dictate the relationship and how the mentoring will occur.

MODULE 4 – A WALK THROUGH THE MENTORING PROCESS

How Do You Find a Mentor/Mentee?

- Organizational matching systems – competency databases, questionnaires, etc.
- Identify your areas for potential development.
 - Honest self-assessment.
 - Assessment tools if desired.
- Look for someone with level of expertise in desired developmental topic.
- Ask around the organization.
- Actively watch for and seek out mentors.
- Ask potential mentors for help.

How Do You Ensure the Right Fit?

- Take time to get to know the potential partner.
- Clarity of purpose.
- Understand motivations and expectations.
- Determine levels of expertise, experience or requirements in the developmental topic.
- Discuss potential mentoring partner with others in the organization.
- Align compatible styles, work schedules, etc.
- Do not get hung up on “chemistry” or delay for a “perfect” mentor/mentee.
- Focus on ability to aid development or drive to improve and potential in desired developmental topic.

Acquaintance/Evaluation Meeting

- Set aside time to meet and discuss goals, objectives, expectations, etc. with several potential mentors/mentees before making a selection if possible.
- Be prepared for these conversations. Do not waste people’s valuable time.
- This can be as formal or informal as you like.
- Normally twenty to thirty minutes will give you a good feel of viability for the relationship.
- Some sample questions might be:

Mentee Interviewing Mentor:

- How long have you been with the organization? In this industry? In your position? Etc.
- What personal experience do you have that would be valuable to me for my developmental topics?
- What are you looking for in a mentee?
- Why do you think you would be a good mentor?
- What benefits do you gain from mentoring?
- How often do you believe we would need to meet to make this a valuable process?
- How do you feel most comfortable communicating?
- What value do you see that I can bring to our relationship?

Mentor Interviewing Mentee:

- How long have you been with the organization? In this industry? In your position? Etc.
- Why are you pursuing mentoring?
- What are you looking for in a mentor?
- Why are you interested in this particular developmental topic? How do you see it benefiting you?
- What expectations do you have in a mentor?
- Who's responsibility is it to drive this relationship?
- Why should someone invest time and energy into mentoring you?

Selection

- May be assigned. More effective and powerful when have a choice and self select.
- See concepts for identifying a good fit.

Agreement / Understanding of Purpose

- Once you and a mentor have agreed to work together, it is critical to have an in depth discussion of objectives, expectations, and process.
- Creating a concise one page agreement improves focus and impact for time and resources spent.
- The agreement is a starting point. The relationship will develop and change over time, but should be mutual.
- Taking time to clarify this up front will strengthen the relationship and improve communication.
- A sample mentoring agreement is included in the tools section.

Developing the Framework

- The framework includes frequency of sessions, timeframes, methods of communication, tracking methodology, etc.
- Another critical step in clarifying expectations, improving communication, creating systems, etc.
- Important to invest time up front to reduce conflict or damage effectiveness later.

Mentoring Sessions

- Actual mentoring interactions. Can be face to face, via phone, email, etc.
- Best when each session has a specific focus.
- Session topic, basic agenda and preliminary preparation should be clearly outlined up front.
- Take time to celebrate success during each session.
- Discipline yourself to fill out a brief journal sheet immediately following each session.
- Good for mentee to email or fax a brief recap of each session and agreed upon actions for both mentee and mentor at conclusion of each session.
- Focus must remain on actionable insights to produce increases in knowledge, performance and impact.
- Keep sessions focused, concise and enjoyable.

Action

- Mentoring sessions should produce actionable insights.
- Have a clear action plan and timeline following each mentoring interaction.
- Track actual action versus action plan and report results.
- Action is far better than perfection.
- Remember, this is a learning environment and learning takes time and practice.

Results

- The goal of mentoring is personal and professional growth and development.
- This goal should include focus on obtaining tangible results for the organization.
- Effective mentoring relationships normally occur in relation to driving certain outcomes and should be monitored against this.
- Tangible results are not the only benefit of mentoring, yet it is important to document and share these to show value added for the resources expended in mentoring.

Journaling

- A simple mentoring journal system helps maintain focus throughout the mentoring process.
- The journal helps capture insights, improve motivation and catalog impact.
- Sample journals (session & global) are provided in the “tools” section.

Concluding the Mentoring Relationship

- Every relationship needs to either be transitioned or concluded at some point.
- The goal is development and growth, not the length of a mentoring relationship
 - The initial duration may be shortened if goals are met earlier, lengthened if both mentor and mentee see value in continuing the relationship, etc.
- Ensure constant communication as to current viability of the mentoring relationship.
 - Is it still providing benefits?
 - Is it worth the time currently being invested?
 - Do we need to make adjustments?
- Ensure both parties are clear about any future involvement or expectations when the mentoring relationship is concluded.

MODULE 5 – APPLICATION PERSONAL & ORGANIZATIONAL

Application Goals:

- Begin (or re-energize/optimize) your mentoring relationships. Find a mentor, be a mentor.
- Create more effective organizational mentoring programs / support mechanisms.

Organizational Perspective:

Why many programs fail or are not optimize.

- No support from the top.
- Relationships are assigned.
- Focused on metrics.

Potential improvements:

- Establish clear organizational mentoring expectations.
- Provide appropriate support mechanisms.
- Provide access to support resources.
- Create reporting processes to ensure organizational impact/ROI

Personal Application:

Tools:

- Simple Sample Forms
- Mentoring Agreement
- Session Log
- Global Documentation

Resources:

- Books, audios, CDs, online.
- www.LifeChampion.com
- FYI (For Your Improvement) book – Lominger.com
- Open Mentoring (online support mechanism for organizations) – www.3creek.com

Get into Action!!!

- Clarity of thought.
- Find a mentor, be a mentor.

Sample Forms

Sample Mentoring Agreement

Date: _____

Mentee: _____ Mentor: _____

The specific learning focus of this mentoring relationship shall be:

The initial duration of the mentoring relationship shall be:

We shall conduct mentoring sessions in the following manner and frequency. Additional sessions shall be added as deemed necessary and agreed upon by mentor and mentee.

Mentor and mentee agree to the following:

1. Give reasonable effort.
2. Prepare adequately for mentoring sessions.
3. Maintain an action-oriented focus on the learning objectives.
4. Follow through on commitments, and
5. Keep a brief mentoring journal of each session regarding insights, agreed upon actions, actions taken and tangible results/growth from the interactions.

This mentoring relation shall conclude when the initial duration has expired, the developmental objectives have been obtained or by mutual consent of the parties at any time during the process.

Mentee

Mentor

Sample Mentoring Journal – Session Documentation

Date: _____

Mentor/Mentee (Person filling out the form)

Mentor/Mentee (Other participant)

Format of Mentoring Session: (in person meeting, phone call, emails, etc.)

Focus of Mentoring Session:

Insights Gained:

Action Plan / Timeline for Implementing Insights or Suggestions:

Additional Resources Required:

Actual Actions Taken:

Results from Actions:

Suggestions for improving next mentoring session.

Sample Mentoring Journal – Global Documentation

Initiation Date: _____

Conclusion Date: (or checkpoint date)

Mentor/Mentee (Person filling out the form)

Mentor/Mentee (Other participant)

Objective of Mentoring Relationship:

Key knowledge, skills or insights that have been gained or improved through this mentoring process/relationship:

Specific actions and initiatives taken as a result of the process/relationship:

Tangible positive impact for organization as a direct result of the mentoring relationship.

MODULE 6 - CONCLUSION

My Personal Action Plan:

Three ideas I liked that I can begin implementing are:

1.

2.

3.

The resources available to help me do this are:

My implementation strategy is:

The first step I will take is:

I will do this by: _____

The person who will help hold me accountable is: _____

The results I expect are:

Continue Your Learning

This program was hopefully a good learning resource. But what you actually gained was information and insights. The true learning will occur as you apply key concepts from this program that were meaningful to you. Please ensure you completed your keepers list and created an action plan. Here are a few other useful ideas to increase retention and optimize your learning experience:

- 1. Clarity:** It is better to have one very clear action item than many great, unfulfilled ideas.
- 2. Action:** Action builds momentum. Take some action immediately, within the next 24 hours. Whether you viewed/listened to a single module or the entire program, pick at least one actionable insight and take action.
- 3. Review:** Review the key material and track your progress. The Learner's Guide is intended to assist you in taking notes. Keep this document in your "Mentoring" file or Notebook. Refer to it periodically to help keep a mentoring relationship fresh or to help guide those involved in an organizational program. Review the program periodically (recommended at least every 18 months) to keep mentoring a focus of your personal and organizational development.
- 4. Support:** Find at least one accountability partner who will follow up with you and hold you to taking action. If possible share your key learning points, goals and action plan with your supervisor to gain their support. Get them involved and ask for their help. When possible, view this program in a group setting and discuss each module together and how you will apply it. This could be in a staff meeting, organizational lunch-and-learn, a church group, etc. Meetings or lunch-and-learns are a great place to learn and grow by using this or other resources.

Additional Resources

(Make note of any additional resources discussed during the program or your discussions. Go online to find more. Keep a list here for easy future reference.)

My 30-Day Action Journal

Name: _____

Date: _____

My Keepers – “THE POWER OF MENTORING”

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LifeChampion Learner's Guide for "The Power of Mentoring" program. Intended to assist Video/Audio program learning.

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