



2020 LULAC Virtual Federal Training Institute Partnership

Benefits of Mentoring and Building Coalitions

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Summary of Discussion Points



- ▶ Purpose
- ▶ History of Mentoring
- ▶ Definition of Mentoring
- ▶ Types of Mentoring
- ▶ Organizational Strategic Purpose
- ▶ Mentoring Program Participants
- ▶ The Formal Mentoring Process
- ▶ Successful Mentoring Resources
- ▶ Important Factors In Mentoring
- ▶ Benefits: Mentor, Mentee, Organization
- ▶ Mentoring Diversity Challenges
- ▶ Diversity Benefits
- ▶ Building Coalitions



Ice Breaker



Why are you interested in this session?



For President

Mentoring versus Coaching and Sponsorship



For President

Exercise



Build a Mentor



What do you want and need from a mentor.

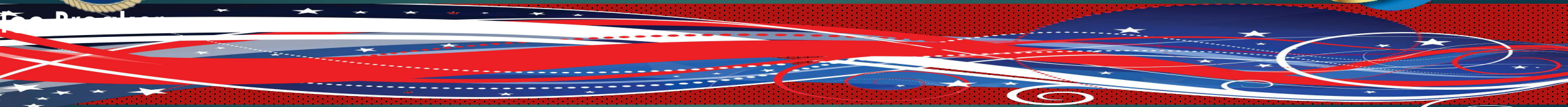




Mentee Do Not Want Mentor Who



For President





Mentoring Origins



- ▶ The book “The Odyssey”
- ▶ Characteristics of Odysseus’ friend
- ▶ Son’s Guardian – Mentor



Mentoring Myths



For President

?



Mentoring Myths



- ▶ Mentoring has little of no value for career or personal life
- ▶ I am a senior person I do not need a mentor
- ▶ I expect my mentor to get me promoted
- ▶ You only need one career mentor
- ▶ Mentors drives the mentoring relationship
- ▶ I must be mentored by someone who looks like me



DEFINITION OF MENTORSHIP



Mentorship refers to a developmental relationship in which a more experienced or more knowledgeable person helps a less experienced or less knowledgeable person who is referred to as a protégé/mentee to develop in a specified capacity.



TYPES OF MENTORING



Formal and Informal

- ▶ Management to Staff
- ▶ Reverse
- ▶ Situational
- ▶ Group
- ▶ Peer
- ▶ Virtual or iMentoring





ORGANIZATIONAL STRATEGIC PURPOSE



- ▶ Improve organization communication
- ▶ Improve employee productivity & potential
- ▶ Enhance understanding & appreciation of skills
- ▶ Improve employee morale
- ▶ Complement goals of training & development
- ▶ Transfer knowledge



THE FORMAL MENTORING PROCESS



- ▶ Sign up to Participate
- ▶ Participants
- ▶ Attend Mentoring Orientation
- ▶ Negotiate an Agreement
- ▶ Roles of Participants
- ▶ Mentoring Relationship Concludes
- ▶ Program Evaluation



Selecting a Mentor

- ▶ Determine the purpose
- ▶ Determine if it should be internal to your organization or external
- ▶ Setup informal meetings to determine who you appear to connect with
- ▶ Tell the person you are interested in obtaining mentor



Institutional Barriers

- ▶ Ineffective Orientation
- ▶ Lack of acknowledgement
- ▶ Lack of incentive
- ▶ Lack of formal training
- ▶ Technology
- ▶ Lack of support for the program
- ▶ Geographical Locations



Mentee Barriers



- ▶ Concern about underachieving
- ▶ Unrealistic expectations of mentors
- ▶ Power differential
- ▶ Availability/scheduling
- ▶ Personality conflicts
- ▶ No chemistry
- ▶ Inauthenticity



Mentor Barriers



- ▶ Competing demands
- ▶ Cloning
- ▶ Time constraints
- ▶ Power differential
- ▶ Competency of conflicting roles
- ▶ Lack of understanding of mentor
- ▶ Personality conflict
- ▶ Inauthenticity
- ▶ Boundaries/Personal integrity



Inherited Barriers To Effective Mentoring



- ▶ Race, Color, Religion, Gender, Disability, National Origin, Sexual Orientation, Gender Identity
- ▶ Generational Differences





Beginning Mentoring Relationships



- ▶ Introductions
- ▶ Orientation
- ▶ Initial Meeting
- ▶ Develop Individual Development Plan



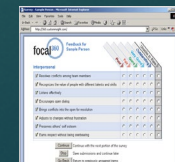
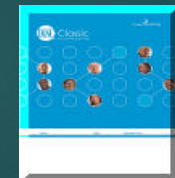


SUCCESSFUL MENTORSHIP RESOURCES



Self Assessment Tools

- ▶ Myer Briggs Type Indicator (MBTI)
- ▶ DiSC Classic Personal Profile System
- ▶ 360 Assessment Feedback Tool





Keys to a Successful Mentoring Relationship



- ▶ Developing a Relationship of trust
- ▶ Properly Defining Roles and Responsibilities
- ▶ Establishment of Short and Long Term Goals
- ▶ Honoring personal commitment



Mentors Should

- ▶ Recognizes mentee's strengths
- ▶ Recognize areas for improvement
- ▶ Provides good feedback mentee
- ▶ Helps the mentee envision their potential
- ▶ Develops mentee to realize their potential



Mentees Should



- ▶ Know goals
- ▶ Listen effectively
- ▶ Always be actively engaged in the process
- ▶ Take on challenges – stretch yourself
- ▶ Learning, growth and development





Effective and Active Listening



- ▶ Eye contact
- ▶ Attentive posture
- ▶ Use of body movement
- ▶ Use of hand and arm movement
- ▶ Parroting
- ▶ Paraphrasing
- ▶ Clarifying
- ▶ Understanding personal biases





Feedback



- ▶ Mentors must have the ability to provide effective feedback
- ▶ To help the mentee gain insight
- ▶ Mentee must be able to receive and properly process the feedback in order to learn and grow





MENTEE BENEFITS



- ▶ More Knowledgeable
- ▶ Increases Organizational Awareness
- ▶ Increases Visibility
- ▶ Enhanced Advancement Potential
- ▶ Increase Productivity and Career Satisfaction





MENTOR BENEFITS



- ▶ Establish Close Relationships
- ▶ Revitalized Interest in Work
- ▶ Enhanced Self-esteem Through Recognition
- ▶ Feeling of Making a Difference





BENEFITS ORGANIZATION



- ▶ Enhanced Communication
- ▶ Aid Recruitment and Retention
- ▶ Cost Effective
- ▶ Motivation for Senior Workers
- ▶ Knowledge Transfer
- ▶ Improved Succession Planning





DIVERSITY BENEFITS



Diversity Goals Aided

- ▶ Increases Cultural Awareness
- ▶ Increases Generational Awareness
- ▶ Eases Organization's Polarization
- ▶ Increase Chances For Minority Representation in Organization's Leadership

The Case For Mentoring



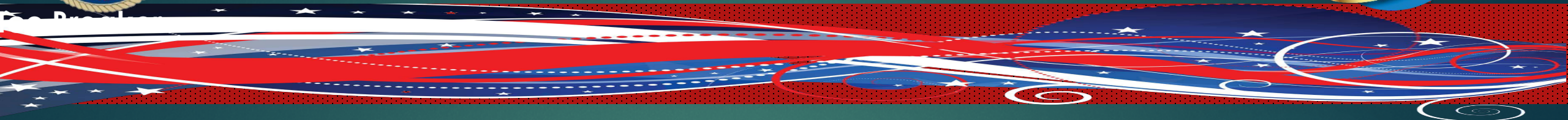
- ▶ Mentoring is one of the most effective tools in people development.
A study of the top 200 Executives in 50 large US companies, McKinsey
- ▶ Seventy-one percent (71%) of Fortune 500 and private companies use mentoring in their organization. Business Finance Magazine,
- ▶ Seventy-seven percent (77%) of U.S. companies surveyed in 2000 said mentoring improved both retention and performance of employees. Business Finance Magazine,



SUMMARY



Those with access to mentoring indicate they have consistently benefited from their mentoring relationship; reporting higher salaries, accelerated promotions, greater career satisfaction, and higher organizational commitment.



BUILDING COALITIONS



BUILDING COALITIONS

The ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.



TRAITS OF COALITIONS

- ▶ Can be independent of an formal organizational structure
- ▶ Oriented to advance a specific goals
- ▶ Can have an internal or external focus
- ▶ Assist with building individual and organizational Knowledge



BUILDING COALITIONS COMPETENCIES



- ▶ Partnering
- ▶ Political Savvy
- ▶ Influencing/Negotiating
- ▶ Fundamental Competencies
- ▶ Interpersonal Skills
- ▶ Oral Communication
- ▶ Integrity/Honesty
- ▶ Written Communication
- ▶ Continual Learning
- ▶ Public Service Motivation



COALITIONS AS STRATEGIC ALLIANCES



- ▶ Networks
- ▶ Helps conserve resources
- ▶ Saves money
- ▶ Supports common goals and individual mission
- ▶ Can have an internal or external focus
- ▶ Assist with building individual and organizational knowledge;
- ▶ Ultimately, helps to support and sustain your agency's mission



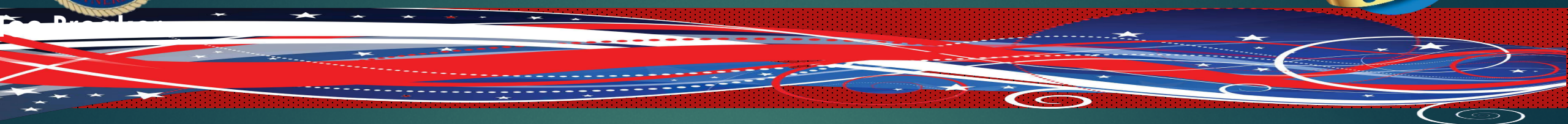
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Contact Information





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