

# Mentoring

Presented by  
Greg Justice  
Director of Manufacturing  
Regal Marine

# Mentor

- *Mentoring is a relationship between two people with the goal of professional and personal development. The "mentor" is usually an experienced individual who shares knowledge, experience, and advice with a less experienced person, or "mentee."*

Mentoring is a brain to pick,  
an ear to listen, and a push  
in the right direction. ~  
John Crosby

# Where to start?

- Know what you're looking for in a mentoring relationship.
  - Know yourself
    - SWOT Analysis
    - What Motivates you
    - Needs
    - Career Goals
    - Write down your 5 most important values

# Are you looking for:

- Improved performance and upward mobility
- Find a different career
- Expand your network
- Bounce ideas or get impartial advice
- Learn how to balance priorities
  
- What are other things you might look for in a mentoring relationship?

# How do you find a mentor?

- Observe the people around you
  - Meetings
  - Networks
  - At work
  - Other places – keep an open mind

# Attributes to Look for in a Mentor

- Usually a powerful person with a “generosity of spirit”
- A natural willingness to go out of his way to help others
- They have passed through the part of the career path you are on
- Have success and have made smart choices and learned from past experiences
- Share same values
- Someone you admire

# How Do I ASK?

Depends on how well you know them  
and the situation.

You don't ask a person to  
marry you on the first date!

# In General

- It helps if you've already initiated a relationship or contact
- Contact the person and briefly explain why you are seeking guidance
- Compliment them sincerely
- Ask if he/she would be available for an in-person meeting

# **Set Clear Expectations**

- **Frequency of contact** – How much time can you commit to this relationship?
  - Can you "meet" weekly? Biweekly? Once a month?
  - How long can you spend in each meeting? Half an hour? An hour? More?

- **Method of contact** – Would you prefer face-to-face meetings, phone calls, or emails? If you were to use phone calls, who places the call?

- **Duration of partnership** – Do you want to limit the length of the mentoring partnership? Do you want to set regular intervals to review whether you're both happy with the relationship, or do you just want to informally review progress on an ongoing basis?

- **Skills, knowledge, and experience**
  - What specific expertise will be offered?

- **Confidentiality** – How will you approach confidential business information? Think of ways to speak about general concepts and situations while maintaining confidentiality.

**Set Clear Boundaries of Where  
You Will Allow the Mentoring  
Relationship to go.**

# Consider Becoming a Mentor

- Help yourself, help a child, change the community.

I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel. *Maya Angelou*