



How to Manage Your Mentoring Relationships: The Key to Advancement

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State of Advanced Degree Production

Masters Degree 2006	Doctoral Degrees 2006
39,100	8,351
22% Women	20% Women
9.1 % Minorities	6.7% Minorities

Masters Degree 2007	Doctoral Degrees 2007
36,983	9065
22.5% Women	20.8% Women
9.8% Minorities	7% Minorities

Masters Degree 2008	Doctoral Degrees 2008
38,986	9086
23% Women	21.1% Women
10.2% Minorities	6.8% Minorities

- less than 6% of faculty

Mentor Management: Agenda

- What is Mentoring and its Importance;
- Forming the Mentoring Team;
- Identifying the Right Advocate;
- How to Be a Good Apprentice
- Formalizing the Relationship;
- Effective Mentoring – Personal Reflections.
- Final Advice for Academia!
- Q&A

***Mentoring:* a “coach-player” relationship in which one advises and guides another individual in career adjustment and advancement experiences, in an common environment.**

- **Advocates are advisors, supervisors, sponsors, co-workers, faculty, etc.**
- **Advocate vs Role Model???**
- **Role of the Advocate for the Professional**
 - Invest time and resources for personal/career development
 - Have high expectations of the apprentice
 - Help develop career goals and plan
 - Be willing to “Go to Bat” for the apprentice
- **Critical for minority professionals to SUCCEED!!!**
- **In most cases.....you have to take the INITIATIVE!!!**

Forming A Mentoring Team

- Its Your Responsibility!
- Build a Mentoring Team – peers, faculty, staff, co-workers, community, etc;
- Conduct A Self-Appraisal;
- Identify Potential Junior/Senior Faculty or Entry-Level Employees;
- Mentors don't have to look like you...but have interests in your **SUCCESS!!!**

Identifying the Right “Coach”!

- Mutual Interests must exist between Mentor/Mentee;
- Check track record and reputation of potential advocates;
- Demonstrate motivation, show initiative, and eager to learn;
- Assess and Highlight your Skills and Strengths;
- Determine Advocate Availability;
- Ignore the race issue unless it is evident;
- Have a Career Plan when you initiate first contact!
- Attend “Get to Know You” events!

Be a Good Apprentice (Player)!

- Clarify roles and expectations (in writing);
- Have efficient and productive interactions with your Advocate (eg. Meetings, seminars, etc)
- Provide updates of your own work;
- Get involved in professional societies & organizations;
- Be respectful, follow advice, and be responsible;
- Don't take criticism personal;

Formalizing A Mentorship

- Remain professional at all times;
- Seek advice from other mentors to resolve problems;
- Expand your informal and formal mentors;
- Demonstrate competence in your work;

What I Learned at Harvard about Mentoring!!!

- Manage Your Own Career & Oneself!
 - Have Your Own Goals
 - Know your strengths/challenges
 - Image is EVERYTHING!!!
- There is no such thing as a perfect mentor!!!
- Be a Perfect Protégé – and create “Developmental Relationships”!!!

Two Types of Relationships!

Know Which One to USE & WHEN!


- Instrumental
 - Job-Specific (information, advice, resources)
- Developmental
 - Enhancement of career, coaching, emotional support.

Developmental Relationships

CAREER FUNCTIONS	PSYCHOSOCIAL FUNCTIONS
Sponsorship (open doors)	Role Modeling (behaviors, attitudes, values)
Coaching (teaching/feedback)	Counseling (handling dilemmas)
Protection (buffer, DH)	Confirmation, Acceptance
Exposure (visibility)	Friendship (caring)
Challenge (stretch assignment)	Advocate (pathway, advise)

Academic Vs Industry Mentorship

- Same politics exists...different environment;
- Academia is *research-driven* VS Industry is *profit-driven*;
- Independent Vs Dependent Performance;



THANK YOU!!!
AND
GOOD LUCK!!!

CONTACT INFORMATION

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