

59th District 4 Conference



Lori Robinson
Zonta Club of
Brampton-Caledon





Mentoring:

Why Me?

Why Not?

EMPOWERING GROWTH
AND DEVELOPMENT

Agenda Items



- Understanding Mentoring
 - Benefits of Mentoring Why You?
 - Effective Mentoring Strategies
 - Challenges in Mentoring
 - Successful Mentoring Programs
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Definition and Purpose of Mentoring

- Supportive Relationship
- Empowerment through Knowledge
- Skill Development

Different Types of Mentoring Programs



Peer Mentoring
Remote Mentoring
Company Designated
Group Mentoring

One-on-One Mentoring

Mentee Sourced Mentor Offered



Identifying Mentor Qualities and Skills

- Empathy in Mentoring
- Patience as a Virtue
- Strong Communication Skills

Benefits for the Mentor



- Leadership Skill Development
- Fresh Perspectives
- Personal Satisfaction

Advantages for the Mentee



- Skill Enhancement
- Increased Confidence
- Career Advancement
- Navigating Workplace Challenges

Organizational and Societal Impacts



- Volunteer Engagement
- Reduced Turnover
- Enhanced Organizational Culture
- Better Societal Outcomes

Building A Supportive Network



- Importance of Mentoring
- Expanding Networks
- Creating Supportive Ecosystem

The Mentoring Journey

Idea 1: Some things can be taught, and other must be learned.

Idea 2: While all journeys benefit from a sense of destination and purpose, no great adventure was ever planned in detail.

Idea 3: Anything worth having is worth working for.

Five Guiding principles for mentors



Surround yourself only with
people who are going to
take you higher.

Oprah Winfrey

- 1) Your mentoring relationship is one of equality and yet has a natural bias/emphasis.
 - 2) The responsibility for learning, progress and results ultimately rests with your mentee.
 - 3) Mentoring is collaboration between you, your mentee and 'everyday life'.
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- 4) Ultimately, what a mentee chooses to do, learn, or ignore from the mentoring is not the mentor's business.
 - 5) Some results of mentoring can be identified or measured, while some results cannot. This does not mean they are insignificant or less important, it simply means you are less aware of them.
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Roles and Responsibilities of Mentors and Mentees



- Active Learning
- Guidance and Support
- Knowledge Sharing

Building a Strong Mentor-Mentee Relationship



- Foundation of Trust
 - Open Communication
 - Mutual Respect
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Setting Goals and Expectations



- Importance of Goal Setting
- Understanding Roles
- Enhancing Productivity

Maintaining Motivation and Engagement

- Shared Goals
- Celebrating Achievements
- Encouragement and Support



Common Obstacles Faced by Mentors and Mentees

- Mismatched Expectations
- Lack of Time
- Communication Barriers



Balancing Professional Boundaries



- Importance of Boundaries
- Effective Dynamics
- Establishing Boundaries

Designing a Structured Mentoring Framework

- Define Clear Goals
- Establish Processes and Guidelines
- Provide resources and Support



(The Mentoring Manual Julie Starr)

Selecting and matching Mentors and Mentees

- Importance of Matching
- Assessing Skills and Goals
- Personality Considerations



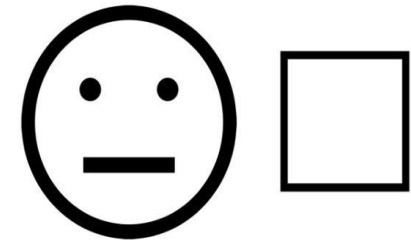
Monitoring Progress and Outcomes

- Successful Mentoring Programs
- Lessons from Case Studies
- Positive Outcomes

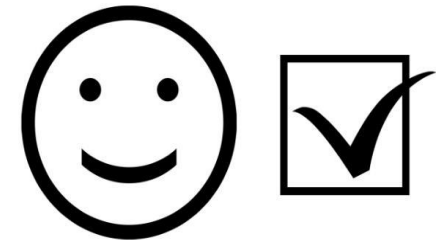


Measuring Success and Impact

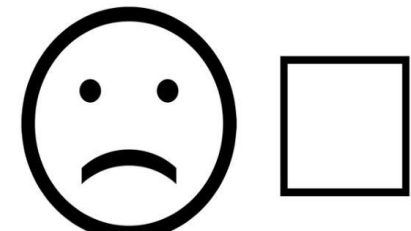
➤ Collecting Feedback



➤ Assessing Goal Achievement



➤ Measuring Overall Impact



Zonta International Worldwide Mentorship Program



ZONTA INTERNATIONAL
***Mentorship*Program**

Empowering Minds. Growing Together. Worldwide.

Are you...

- An up-and-coming professional seeking a mentoring program?
 - A Zontian looking to give back and invest in a future leader?
 - [Zonta International Mentorship](#)
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Wrap Up



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 - Effective Mentoring Strategies
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As Mahatma Gandhi Said:

“The best way to find yourself is to lose yourself in the service of others”





**ZONTA
LEADERSHIP
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Presented by:

Zonta International Leadership
Development Committee

