

MENTORING.... THE POSSIBILITIES ARE ENDLESS

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"I'd like to mentor you. We can start by you
getting me some coffee."



- What's mentoring?

Mentoring is a process where a person offers support and guidance to another.



- This process can be formal or informal



- Mentors will not supplant or act as an instructor, tutor or personal friend.
- Mentors provide an additional resource and complement the relationships already developed within and outside the organization.



- The Importance of Mentoring Programs in the Workplace

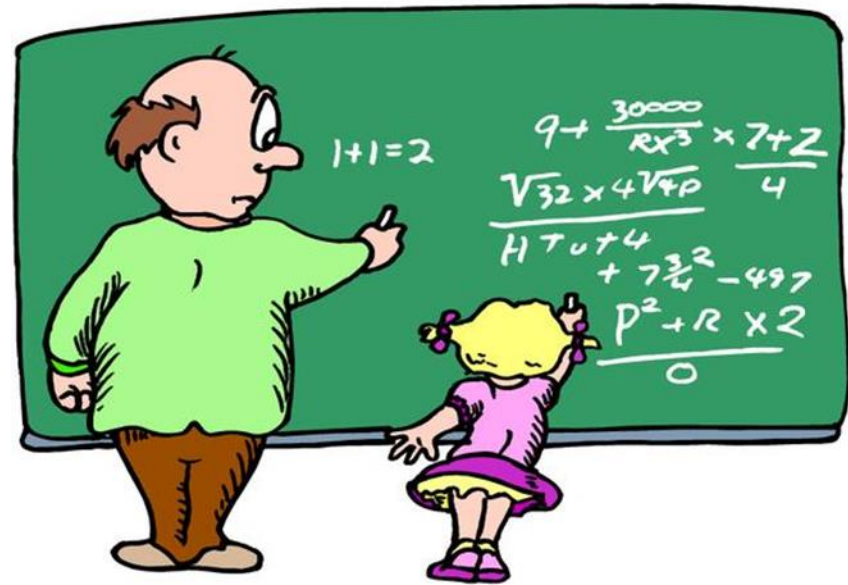
Trends

- Trends in Mentoring



Trends

- Reverse Mentoring – What is it?
 - Pairing older workers with younger ones to educate them on the use of social media, and work place trends.



Trends

- Benefits

- Seen as a “bridge-builder” between generations, leads to greater appreciation
- People can learn from each other, each has strengths
- Often focuses on technology learning, but can be all inclusive
- Increases employee engagement and buy-in



Trends

- Challenges
 - Seen as a threat to one's identity
 - Challenges the existing hierarchy
 - Perceived as lacking respect for older employee's strengths



Trends

- Collaborative Mentoring
 - Focus on 2 way information sharing
 - Peer- to -peer connectivity
 - Strengths-based approach



DOT
Division of
Transportation
System
Development
(DTSD)
Formal
Mentoring
Program

DTSD Goal statement

Ensure the necessary investment of our experienced leaders time to help ensure a successful onboarding of our next generation of employees and leaders.

Developed a Training and Orientation Program

- “Ensure successful onboarding and assimilation”

1 year mentoring program for new employees

- Guarantee provide new staff access to experienced, successful and knowledgeable staff - Increase the speed the new employee adapts to culture
- Try to improve the success rate of new employees
- Ensure Core WI-DOT values are communicated clearly

DTSD Formal Mentoring Program

- Focused on 5 area's
 1. Training
 2. Facilitated monthly interactions
 3. Unfacilitated interactions
 4. Program evaluation
 5. Frequently asked questions

DTSD Formal Mentoring Program

Facilitated Monthly Interactions

1. Career Development
2. Roles and Responsibilities
3. Technical Resources
4. Time Management
5. Project Management Concepts
6. Professional Development and Learning Resources
7. Public Policy
8. Ethics in Public Service
9. Public Communication
10. Performance Measures
11. Funding a Highway Project
12. Partnering Agency Relationships

DTSD Formal Mentoring Program

- What went well?
 - Almost 2/3 of the Mentor/Protégé pairing met on schedule
 - Over 85% of the mentors and almost 80% of the protégés felt the facilitated topics were either beneficial or somewhat beneficial
 - Almost 75% response rate of mentor/protégés to our survey

Most beneficial topics

Mentor and Protégé Survey Results

- Most beneficial facilitated interactions topics were:
 - Career/Professional Development
 - Roles and Responsibilities
 - Time Management
 - Technical Resources
- * Many respondents noted that the side conversations with their mentor/protégé were most beneficial

What can be improved?

- Carefully select proper pairing (Mentor/Protégé)
- Ensure all parties know and understand program and responsibilities
 - Includes management (what Mentor is and isn't)
- Provide Monthly Reminders to Pair to meet
- Quarterly check-ins with mentor program managers
- Maintain awareness within your organization of the program
 - *"Mentor Minute" example*

Where is DTSD now?

- Currently “rebooting” the program to ensure it is sustainable
 - Assigning roles and responsibilities
 - HR Coordinators
 - Supervisors
 - Mentor Oversight Team
 - Senior management (oversight and leadership opportunities)
 - Mentor/Protégé’s
 - Creating a database that can generate consistent reports
 - Modifying online training for mentors to reflect changes
 - Creating online training for protégé’s

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Questions?

Success Wisdom Skill Group Positive Coach Techniques Mentor
Speed Coaching Partnership development Leading Departmental Teaching Relationship Personal
Confidence Satisfaction development Mentoring Departmental Relationship Knowledge Guides
Informal Learning Advancement One-on-one Mentee Support Sharing Knowledge Peer
Mosaic functional Career



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