

Mentoring: Best Practices



March 31st, 2005

“When Odysseus, King of Ithaca, went to fight in the Trojan War, he entrusted his friend, Mentor, with the education of his son, Telemachus. Mentor’s task was to educate, train, and develop the youngster to fulfill his birthright: to become all he can be. And Mentor helped Telemachus move towards fulfilling that birthright.”

G.F. Shea



Fulfilling our birthright: why mentor or be mentored?

“If HP knew what HP knows, we would be three times as profitable.” Lew Platt, former CEO

Experience is the best teacher....

but only fools will learn no other way

“Whatever Bobby Leone and his parents decide is fine for him, but you’re going to spend at least the next sixteen years in school.” My mother.

Maintaining the balance

I have the touch
I have the touch



Take a walk with me out on the wire

Important considerations for choosing mentor/mentee

Characteristics of a successful mentor:

- ✓ Has the experience, skills, and knowledge required by the mentee**
- ✓ Is able to listen and provide feedback and coaching**
- ✓ Is willing to take responsibility for a mentoring relationship**
- ✓ Is regarded as successful**
- ✓ Has strong interpersonal skills**
- ✓ Recognizes the value of a diverse workforce**

Characteristics of a successful mentee:

- ✓ Is goal-oriented**
- ✓ Is motivated to take responsibility for self-directed growth**
- ✓ Is actively seeking development opportunities**
- ✓ Is receptive to constructive feedback and coaching**



GOALS

IT'S BEST TO AVOID STANDING DIRECTLY BETWEEN A COMPETITIVE JERK AND HIS GOALS.

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