

Mentorship Management



Dr. Tracey Veal, DHA, MBA

Doctorate in Public Health Administration

Overview

- ❖ Objectives
- ❖ Definition & Importance
- ❖ Types & Appropriateness
- ❖ Identifying Mentees
- ❖ Building Relationships
- ❖ Challenges & Overcoming
- ❖ Next Steps
- ❖ Questions & Answers
- ❖ Contact Information



Mentorship Management



- ❖ No matter what age or career stage, mentors can serve an invaluable role
- ❖ Often, the most challenging part is simply getting started
- ❖ This presentation is designed to
 - (1) Help you get started
 - (2) provide a blueprint for successfully identifying mentors or becoming one



Mentor Definitions



"A mentor is someone who allows you to see the hope inside yourself." —

Oprah Winfrey

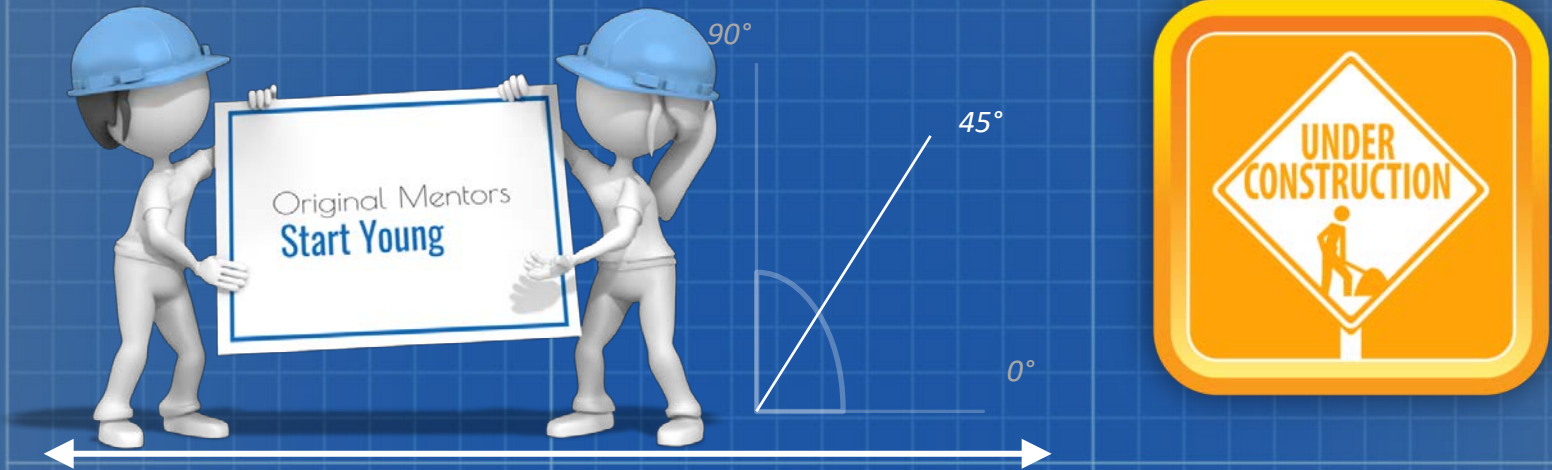
Mentor

Someone who teaches or gives help and advice to a less experienced and often younger person. (Miriam Webster, 2018)

Femtor

Female mentorship is the mentoring of women by women to further their career and development prospects. A female mentor is sometimes called a *femtor*. (Ruth Brown, 2005)

Mentee Identification



Mentees, Mentors & Femtors: Keeping it simple

- ✓ First ones- parents, relatives, siblings, & friends
- ✓ Remember how you felt- likes & dislikes
- ✓ Reverse Mentorship- Mentee win win (i.e., technology)
- ✓ Identify your development need
- ✓ Consider professional gaps & aspirations
- ✓ Go beyond gender comfort (consider someone not like you)

Mentee Considerations

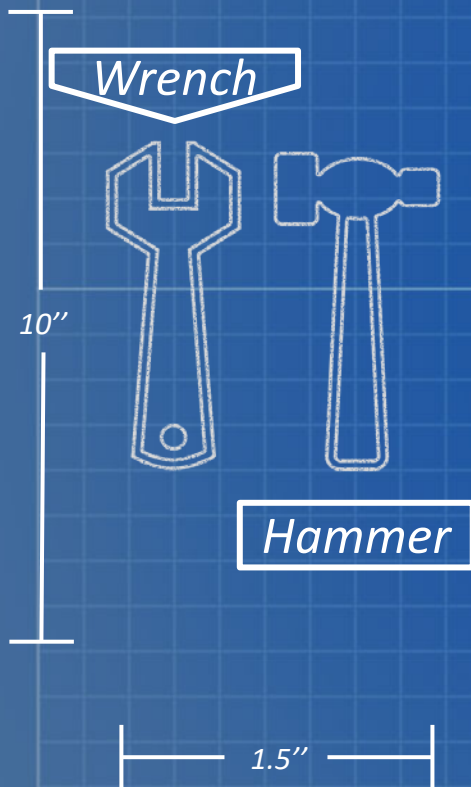
Prep for Success



Toolkit Checklist

- ✓ What's the goal- successor or self development?
- ✓ The Why- what's missing? (i.e., marketing, operations)
- ✓ List 1-3 items & prioritize
- ✓ Internal-who & what do you need to know?
- ✓ External- same industry, other industry (trustworthy?)
- ✓ Alignment for current or potential (loyalty?)
- ✓ Research (social media: Linked-in, associations, etc.)

Building Relationships: Tools & Considerations



Wrenches, Hammers, & Velvet Gloves

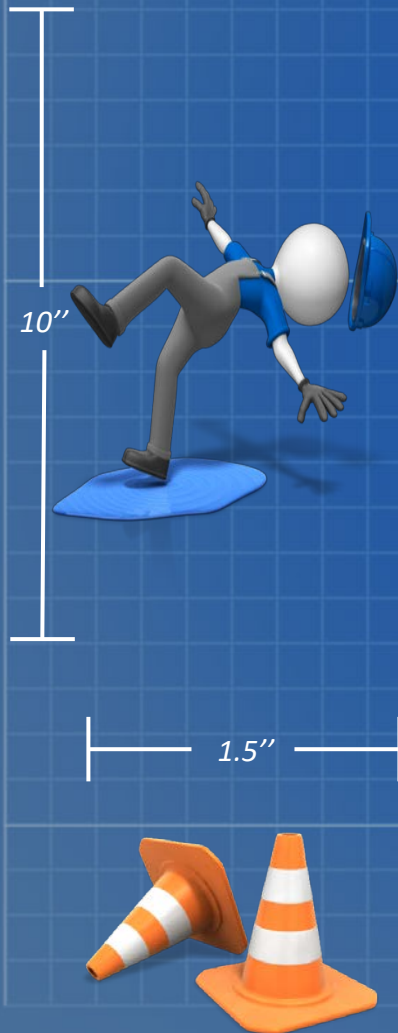
- Personality Types
- Risk & Reward/Investment
- Gender Considerations
- Visible or Discreet
- Time Allocation
- When & Where ("Geico" Calls)
- Operating Principles ("What Happens in Vegas" . . .)



Mentorship

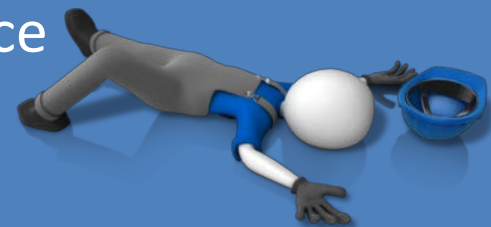
Dr. Tracey Veal

Challenges

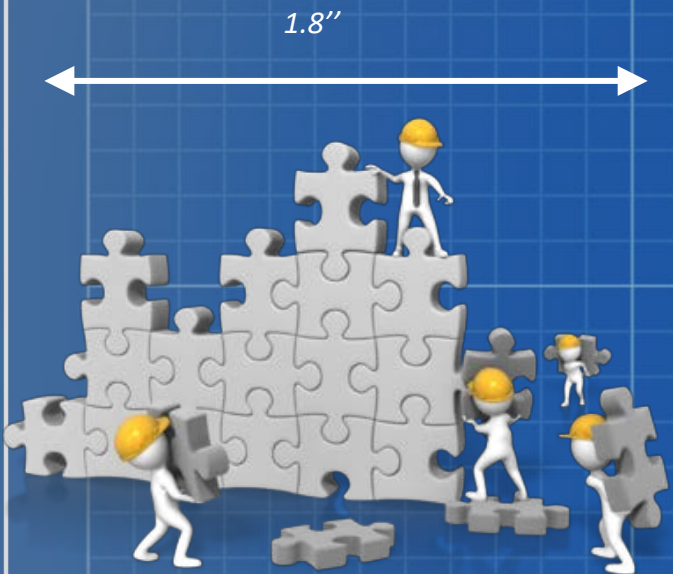


Overcoming Challenges

- Personality Types & Compatibility
- Requests- Avoid Probing, Alternatives
- Gender & Cultural Considerations
- Visible Contact or Discreet
- Time Allocation (Think “Billable” Hours- Make it worth the time)
- When: Schedule Initial & “Geico-15 minute” Calls
- Terminating the Relationship is ok, just do so with grace



Summary



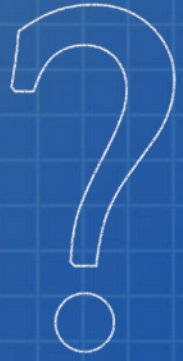
1.5"



Putting the Pieces Together

- Do Your Homework
- Make A List & Check it Twice
- Be Precise
- Determine Needs
- Ensure A Win Win/ROI
- ID Your Mentor or Mentee(s)
- Establish Timeline
- Get Started!

It's always the small pieces that make the big picture



The End

Questions? Comments?

Dr. Tracey Veal
tyveal@aol.com



THANK YOU

Mentorship

Dr. Tracey Veal