RBHS Staff Mentoring Program
Virtual Orientation
January 26, 2021
Felicia LeSure

- Executive Assistant to Chancellor Strom
- Program Manager, Rising Star Program
- Director, RBHS Staff Mentoring Program (SMP)
- 7+ years at Rutgers
Acknowledgement of Program Partners

• Dr. Sangeeta Lamba, Vice Chancellor for Diversity and Inclusion, RBHS Faculty Affairs
• Tynisha Coleman, Director of Special Projects, RBHS Faculty Affairs
• Yvonne Gonzalez, Director, Mentoring and Career Development, Office of the Executive Vice President for Academic Affairs
Orientation Agenda

• First 35 Minutes
  • Welcome & Introductions
  • RBHS Staff Mentoring Program Overview
  • Recommendations for Success

• 3-Minute Break

• Next 45 Minutes
  • Mentoring Partnerships Connect in Breakout Rooms

• Last 5 minutes
  • Reminders and Next Steps
30 Second Introductions
30 Second Introductions

- Name
- Title/Position
- Department and School
- Why you wanted to participate in this program
- What hobby or skill have you picked up over the last 10 months
Meet the Inaugural Cohort
Kyle Warren  Amy Warsh  Robin Wright  Ping Xu
Program Overview
Program Genesis

- Master’s Capstone Project
- RBHS IDEA Grant, Office of DEI
- Virtual Café

![Bar chart showing the most valued areas of professional development as perceived by survey respondents. Mentoring, Leadership Development, Time Management, Negotiating Skills, Management Development, Presentation Skills, and Computer Software are the categories. Mentoring and Leadership Development are the most valued with scores of 7 and 8, respectively, while Computer Software is the least valued with a score of 2.]
What Attracted You to this Program?

- Mentoring is essential to a person's growth and development
- There are few opportunities at the staff level to participate in more formal mentorship programs
- It is a great opportunity to meet, collaborate with, and learn from colleagues across RBHS
100% Virtual Program
Mentoring Defined Simply

Mentoring is a supportive relationship between two people with the goal of personal and professional development.
Two Goals:

- Promote a culture of mentorship
- Build networks across RBHS
Two Mentoring Options

Traditional Hierarchical Mentoring (mentee/mentor)
  • More experienced mentor w/ less experienced mentee
  • Focused on advancing goals of mentee

Mutual Mentoring (peer-mentor)
  • Usually, but not always, at similar career stages
  • Focused on advancing the goals of both partners
  • Peer-mentors take turns being mentor and mentee – within the same relationship
Successful Mentors

More focused on helping you problem-solve than giving you advice

Ask questions to understand

Promote self-reflection and mind clarity
Virtual Monthly Mentoring Meetings for a duration of 1 hour

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Common Themes of Mentoring Sessions

Balance and Health
- Managing family and home commitments
- Work-life balance/harmony; time management

Progressing Towards Goals
- Building networks, allies, advocates
- How to advance, get promoted, prepare for the future

Difficult People
- Dealing with a difficult boss/supervisor
- Dealing with demanding and difficult colleagues, patients, students, collaborators
Future Zoom Workshop Sessions

February 23 – Strength Finders Assessment (Yvonne Gonzalez) and Rutgers Leadership Academy (RLA) presentation (Christine Goldthwaite)

March 23 – Debrief of Strength Finders Assessment (Yvonne Gonzalez)

April 27 – Goal Setting (Sangeeta Lamba)

May 18 (DATE CHANGED) – Networking and Human Resources
5 Recommendations for Success
5 Recommendations for Success

- Build Rapport
- Have structured Monthly Mentoring Meetings
- Write Down Your Goals
- Check-in on Progress Regularly
- Be Mindful of Mentoring Across Difference
5 Recommendations for Success

#3: Have structured monthly mentoring meetings

- The most successful mentoring partnership are *intentional* about their one hour together.
- The mentee may bring an *agenda* or communicate how they plan to use their hour in advance; may have pre-session and post-session follow-up items to make progress and stay connected in-between monthly meetings.
- By default *mentees* are encouraged to be proactive and take ownership. This means setting dates for future meetings, maybe sending reminders and agenda topics in advance, etc.
5 Recommendations for Success

For your monthly mentoring meeting, decide together:

• What preparation should be done for monthly meetings?
• What type of in-between follow-up would be helpful?
• Where/how will we meet (phone, Zoom, etc.)?
• How will we handle a meeting cancellation?
• How will we provide feedback to each other?
• What does success look like:
  • for our relationship?
  • for our monthly meetings?
5 Recommendations for Success

#4: Check-in on Progress Regularly:
• How are you doing with making progress?
• What are the obstacles to making progress?
• Consider using the G.R.O.W. model to check-in:
5 Recommendations for Success

#5: Be Mindful of Mentoring Across Difference.

- Sometimes what worked for you won’t work for someone else.
- Age, gender, background, socioeconomic status race/ethnicity, – all of that matters!
- Focus on listening and helping to problem-solve in a way that fits the mentee’s needs.

"Seek first to understand, then to be understood." (Stephen R. Covey)
5 Recommendations for Success

- Build Rapport
- Write Down Your Goals
- Have structured Monthly Mentoring Meetings
- Check-in on Progress Regularly
- Be Mindful of Mentoring Across Difference
Connecting with Your Partner via Breakout Rooms
Connecting with Your Partner

- Introduce yourselves and take turns to both share:

  What do you hope to gain from the mentoring relationship?
Reminders and Next Steps
Reminders and Next Steps

Schedule Monthly Mentoring Meetings

February, March, and April
Future Zoom Workshop Sessions

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2021 Mentoring Executive Committee

Felicia LeSure  Tynisha Coleman  Sangeeta Lamba
Questions!

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Thank You!