Mentoring
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I NEED SOME MENTORING.

THIS IS AWKWARD.

ON ONE HAND, HELPING YOU WOULD MAKE ME APPEAR WISE AND GENEROUS.

ON THE OTHER HAND, IT WOULD MAKE YOU A MORE CREDIBLE THREAT TO TAKE MY JOB.

I SEE YOU AS MORE OF AN ADVERSARY THAN A SUBORDINATE.

THAT'S WHY I WITHHOLD VITAL INFORMATION THAT YOU NEED TO DO YOUR JOB.

I'VE ALREADY SAID TOO MUCH.

DID YOU LEARN ANYTHING?

YES, UNFORTUNATELY.
Ask yourself, are you a leader?

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.” - John Quincy Adams

"Innovation distinguishes between a leader and a follower.” - Steve Jobs

“Leadership and learning are indispensable to each other.”- John F. Kennedy

“It takes 20 years to build a reputation and five minutes to ruin it. If you think about that, you’ll do things differently.”- Warren Buffett

“You don’t have to hold a position in order to be a leader.”- Henry Ford

“True leadership stems from individuality that is honestly and sometimes imperfectly expressed… Leaders should strive for authenticity over perfection.”- Sheryl Sandberg
"Before you are a leader, success is all about growing yourself. When you become a leader success is all about growing others.” - Jack Welch

“A mentor is someone who allows you to see the hope inside yourself.”- Oprah Winfrey

“What I think the mentor gets is the great satisfaction of helping somebody along, helping somebody take advantage of an opportunity that maybe he or she did not have.” - Clint Eastwood

“The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.”- Steven Spielberg

“We make a living by what we get, we make a life by what we give.”- Winston Churchill
Myths about mentoring:

1. It needs to be face to face interaction
2. Mentoring needs to be a long term commitment
3. Mentors need to be older than the person they mentor
4. Mentors need to be more experienced (years of service)
5. Mentoring decreases productivity and increases costs
6. The only person that benefits from mentoring is the person being mentored
7. Safety/EHS/SHE has too much on their schedules to have time for mentoring programs
Focus:

A more informal association focused on building a two-way, mutually beneficial relationship for long-term career movement.

Think of mentoring as a joint venture!

Talk about it

**Share Experiences as a mentor**
- Why did you become a mentor?
- Who was your mentor?
- What did you learn from them?
- Was the experience good/bad?
- Share your experience

**Share Expectation as a mentee**
- Why did you become a mentee?
- Past experiences with mentors?
- What did you learn from them?
- Was the experience good/bad?
- What would be a good experience?
- Share your thoughts
Role:

Talking with a person who has identified his needs prior to entering into a mentoring relationship. The emphasis is on active listening, providing information, making suggestions, and establishing connections.

There are three critical elements in the mentoring relationship:

• Respect
• Trust
• Listening

Establish boundaries of the mentor/mentee relationship
**Approach:**

This is a self-directed modus operandi whereby participants have choices. This approach can begin with a self-matching process and continue throughout the relationship using a committed timeline to determine how often and where individuals will meet, identify goals, and so forth.

**Things to consider:**
- Focus on experience, wisdom, past challenges……not on answers.
- Don’t be afraid to experiment, brainstorm, network, role play
- Mentor yourself, it can only help you better your skills/experiences

Successful mentoring begins with setting a contract for learning around which the mentor and the mentee are aligned: What do they want to achieve?
"For the final phase of my mentoring program, I'm sending you up the creek without a paddle."