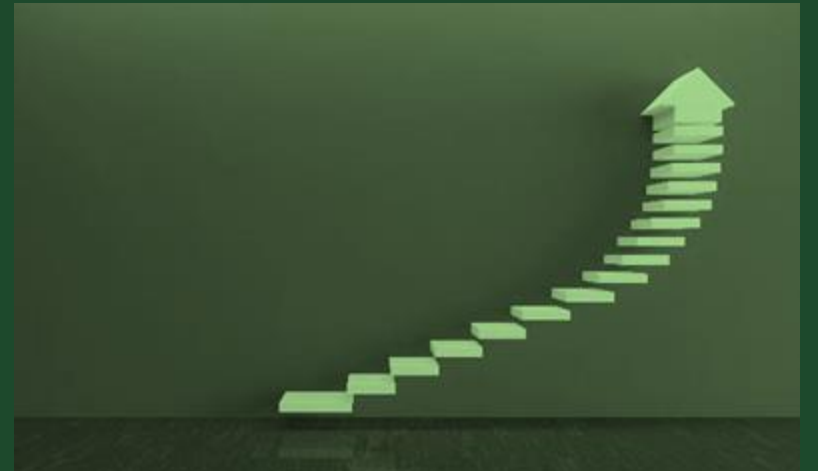




Mentor Magic: Strategies for Making Impactful Connections and Elevating Others

SWANA Annual Business Meeting

Presented by Colleen Foster and Haley Kunert



Purpose

Share experiences that shape the way you succeed!



“Being successful doesn’t necessarily make you great. What makes you great is when you reach back and help somebody else become great.”

-Unknown



Agenda

Mentor Magic!

- Background – Why Mentor?
- What is a Mentor?
- Where to Look for a Mentor?
- Developing a Mentoring Framework
- Building Others
- Mentor Tools and Resources
- What Next?



Why Mentor?



Why Not!!!



What is a Mentor?

Mentor with Curiosity

Generational
Stereotypes



Where to Look for a Mentor?

Look Around



Key Mentor Qualities:

- Great communicator
- Guides vs. gives answers
- Recognizes value
- Gives honest feedback
- Shares knowledge
- Does not judge
- Passionate to help others
- Takes responsibility
- Relationships are nurtured

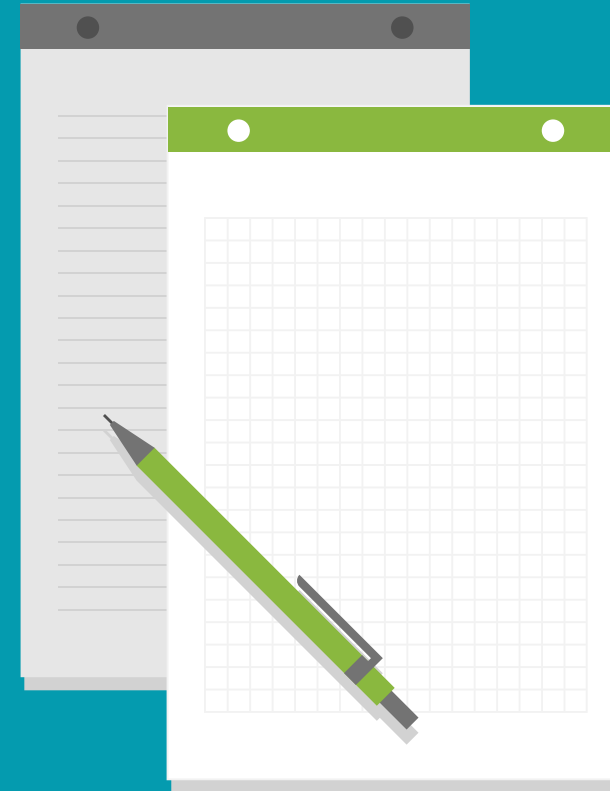


Develop a Mentoring Framework

Create your strategic plan!



- **Formal or informal**
- **Speak a common language**
- **Align with development needs**
- **Determine specific outcomes**
- **Create measurable metrics**
- **Provide ongoing resources**
- **Foster the culture**



Building Others

To Be "Greater Than Yourself"

- Steve Farber

- Practice humility
- Delegate for growth
- Use developed systems
- Help set goals
- Encourage questions
- Learn self-awareness for empathy
- Listen to your "jellies"
- LET IT GO
- Laugh with others



**"A laugh is a smile
out of control."**

— Wyatt B. Pringle Jr

What Next?



Keep Growing!

Mentor Tools and Resources

Ideas for where to start!



Models and More!

- Situational Leadership Models and SLII
- sparketype.com/sparketest/
- enneagramtest.com/
- Negotiate Anything Podcast
- Professional Organizations
- Retreats for Growth

Books

- Radical Candor (Kim Scott)
- Greater than Yourself (Steve Farber)
- The Trusted Advisor (Robert M. Galford)
- Playing Big (Tara Mohr)
- The Courage to be Disliked (Fumitake Koga and Ichiro Kishimi)
- Others?

Biggest Lessons

Tips from our hearts!



- **Through supporting others, you learn about yourself**
- **Utilize empathetic leadership when needed**
- **“You don’t know what you don’t know”**
- **Work to get comfortable being uncomfortable**
- **Try and try again**

- **Taking the time is worth it**
- **Stop and celebrate the victories**
- **Be vulnerable with your experiences where relevant**
- **Learn forgiveness for yourself and others**
- **Relationships are worth it**

Thank you!

Share your experiences with us



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