

BREAKING BARRIERS

Mentoring and Being Mentored

Presented by

Kell Chole

Director of Business Development

Grossman Software Solutions

Top Producer
SUMMIT

#TPSummit19

Mentoring is one of the most powerful development strategies ever devised.

-- Linda Phillips-Jones, Ph.D.,
author of *The New Mentors and Proteges*

Craving Mentoring

- Current state of mentoring within agribusiness
- Sharing the journey with you today
- Our starting point: what are our strengths as mentors, as mentees and as members of a mentoring partnership

BREAKING BARRIERS

*My mentor said, “Let’s go do it,” not “You go do it.”
How powerful when someone says “Let’s.”*

-- Jim Rohn, author and motivational speaker

FIRST TAKE CARE OF #1: YOU

Who is the right mentor?

Someone who

- inspires
- exhibits effective teaching skills
- can deliver feedback
- can protect you from business and career risks
- you trust
- is adept at recognizing current state and can help you form related goals
- can open doors for you
- is resourceful and can drive you to the best...well, resources

BREAKING BARRIERS

In learning you will teach, in teaching you will learn.

-- Phil Collins

YOUR ROLE AS THE MENTEE

YOU, AS THE MENTEE

- Seek the right mentor
- Be prepared to change
- Take actions to meet goals and progress
- Take/show initiative
- Manage the relationship
- Understand your skills as a mentee

BREAKING BARRIERS

What you want in a mentor is someone who truly cares for you and who will look after your interests and not just their own. When you do come across the right person to mentor you, start by showing them the time that they spend with you is worthwhile.

-- Vivek Wadhwa, author and professor

MAKING THE RELATIONSHIP WORK

Critical Skills

- Engendering and building trust
- Delivering positive encouragement
- Listening
- Ability to identify current state
- Partnership goal setting

BREAKING BARRIERS

Mentors are not there to make us happy. They are there to guide us to the best of their knowledge.

-- Samira DeAndrade, fashion executive

SKILLS VERSUS CHEMISTRY

Develop processes, identify skill sets

Formalize a process for moving forward. Mentoring can be

- Fun
- Productive
- Satisfying

BREAKING BARRIERS

*If your mentors only tell you that you are awesome,
it's time to find other mentors.*

-- Cosette Gutierrez, VP of DonorsChoose.org

EFFECTIVE PROCESSES LEAD TO EFFECTIVE PROGRESS

Top Producer
SUMMIT

#TPSummit19

Chart your path for success

- Find the right partnership -- CliftonStrengths by Gallup
- Listen to each other
- Be trustworthy
- Focus on positives to drive improvement in weaker areas
- Give feedback
- Set goals for accomplishments and timelines.