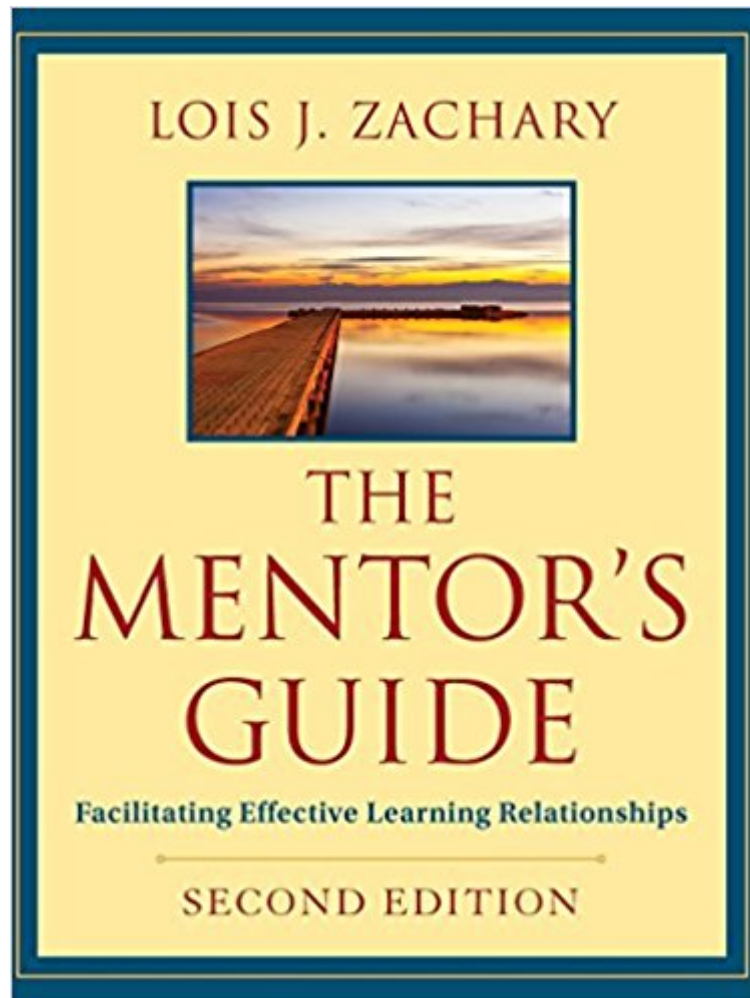




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# The Mentor's Guide: Facilitating Effective Learning Relationships



## Synopsis

THE MENTOR'S GUIDE Second Edition Thoughtful and rich with advice, The Mentor's Guide explores the critical process of mentoring and presents practical tools for facilitating the experience from beginning to end. Managers, teachers, and leaders from any career, professional, or educational setting can successfully navigate the learning journey by using the hands-on exercises in this unique resource. "The need for mentoring has never been greater. Securing a new generation of diverse leaders and the need for sustainable change are not easy tasks. As I renew my commitment to mentoring, The Mentor's Guide is the tool I want by my side. It is jam-packed with everything I need to be successful and more—new exercises, concrete examples, and a road map for building an effective relationship." —PERNILLE LOPEZ, global human resource manager, The IKEA Group "The Mentor's Guide remains the go-to book for those seeking to make their practice of mentorship as helpful and accessible as possible. Practically written and grounded in a solid understanding of how adults learn, this is an invaluable resource." —STEPHEN D. BROOKFIELD, Distinguished University Professor, University of St. Thomas "Across all industries, we look to leaders to deliver broad-based results through others. The Mentor's Guide is an excellent resource for leaders interested in unleashing the potential of their team members. There is no greater gift that leaders can give their teams than to develop themselves." —KATHY BOLLINGER, president, Arizona West Region Banner Health "The Mentor's Guide provides poignant insights and pragmatic instruction for conveying wise advice that fosters insight and facilitates growth. A must-read for anyone who cares about the power and potential of talent." —CHIP R. BELL, author, *Managers as Mentors* "After more than a decade, The Mentor's Guide is still the best. It has stood the test of time and remains an indispensable tool for mentors across all fields." —LAURENT PARKS DALOZ, author, *Mentor: Guiding the Journey of Adult Learners*

## Book Information

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## Customer Reviews

View larger Top 10 Reasons Why the Mentors Guide Will Help You be a Better Mentor - It has practical relevance beyond mentoring relationships. - It offers guidelines for engaging in must-have mentoring conversations. - It will increase your understanding about generational differences and help you understand which approaches you need to take in facilitating the learning of your mentee. - Reading it is a professional development tool; it will assist you in mentoring more effectively and growing in the role as a mentor. - It is grounded in solid knowledge of how adults learn and addresses how topics such as emotional intelligence, transformational learning, and self-directed learning play out in a mentoring relationship. - You will learn about the many different configurations of mentoring relationships and how to facilitate them. - The emphasis on the context of difference will change your thinking about mentoring forever. - Interactive exercises and relevant examples help bring the four phases of mentoring alive. - It combines reflective exercises with readily implementable strategies for success. - It reflects the evolution beyond simple phone conversations and reflects our use of email, social networking, Skype, and other technology-driven tools.

Top 10 Reasons Why The Mentors Guide, 2nd Edition, Will Help You Be a Better Mentor

Author, Lois J. Zachary 1. It has practical relevance beyond mentoring relationships. 2. It offers guidelines for engaging in must-have mentoring conversations. 3. It will increase your understanding about generational differences and help you understand which approaches you need to take in facilitating the learning of your mentee. 4. Reading it is a professional development tool; it will assist you in mentoring more effectively and growing in the role as a mentor. 5. It is grounded in solid knowledge of how adults learn and addresses how topics such as emotional intelligence, transformational learning, and self-directed learning play out in a mentoring relationship. 6. You will learn about the many different configurations of mentoring relationships and how to facilitate them. 7. The emphasis on the context of difference will change your thinking about mentoring forever. 8. Interactive exercises and relevant examples help bring the four phases of mentoring alive. 9. It

combines reflective exercises with readily implementable strategies for success. 10. It reflects the evolution beyond simple phone conversations and reflects our use of email, social networking, Skype, and other technology-driven tools.

?What makes this book really shine are the example of dilemmas and successes of real-life mentoring pairs. It's likely that all mentors and coaches have been in these situations ? and Zachary deftly includes stories to bring these situations to life.??Phaedra Brotherton, T+D, November 2011

Lois Zachary does not only set out the basic principles and best practices of mentoring in *The Mentor's Guide*, she actually goes a step further and helps readers discover their own personal mentoring style and preferences. Through many exercises, she guides the reader through introspection and action. Thus, she not only conceptually ties mentoring to adult education, but she actually writes in a manner according to the principles of adult education. Consequently, she challenges the prevailing myths of mentoring, and proposes a model of mentoring where both mentor and mentee are fully engaged and learning from one another. Her proposed model is one that is based on critical reflection and application, rather than knowledge transfer and acquisition (Location 300). Mentoring is not just for the mentee, but it is a mutually beneficial relationship where both mentor and mentee will grow in knowledge, skills, and self-awareness. For this type of mentoring to take place, both mentor and mentee need to be active participants in keeping one another accountable, even though the ownership of the learning needs and content have to be self-directed by the mentee. Ultimately, the focus is on the learner, the learning process, and the learning, rather than the mentor, organization, or any sort of goals (Loc 370). Mentoring is a process where the mentor teaches the mentee that "everything that happens to you is your teacher. The secret is to learn to sit at the feet of your own life and be taught by it" (Location 767).

Don't start your mentoring program from scratch and don't pay a lot of money for consultants unless you are starting a corporate wide mentoring program. If that is what you are doing you NEED a consultant not an employee who "takes it on". If you just want to learn how to be better mentor or protege this book is the ticket.

This book is a great resource, and I was impressed by it. Her inclusion of so many charts and tables was interesting to see. I read this book to glean major themes, but did not read

with a specific mentoring relationship in mind. It would be very educational to use these charts through the course of a mentoring relationship. The chapter on context is an excellent addition to the book, as it would be easy to look at mentoring itself without considering the complicated interpersonal dynamics that each person brings to the table. This chapter was very significant to me, particularly in a cross-cultural context that I often find myself in. It was also very helpful to me to see so much emphasis placed on the phases around the main phase of mentorship. Even before entering into a mentoring relationship, either up or down, it is extremely important to go through the steps in the preparing stage. This book was a fresh encouragement to be to always be sure to know myself well. Also, I have not often spent any time at all negotiating my mentoring relationships. When I began the current relationship I have with a mentor, we only spent a few minutes discussing how much he travelled and therefore how we would not be able to meet regularly. That chapter, along with the chapter on closure, reminded me that we have not set up any terms for terminating the mentoring relationship or even discussed major goals and objectives. I could easily see this relationship turning into one of the examples in the book of a mentee hanging on to a mentor when the mentor is beginning to get annoyed. I continue to be inspired by all the books in this course that mentorship is something that I must be heavily involved in, both upward and downward. This is an excellent resource that I will keep handy, even if only for the sake of the charts and tables!

I read alot of books. Actually I scan a lot of books. I'm definitely a bibliophile! I made the horrific mistake of first purchasing Dr. Lois Zachary's latest edition of The Mentor's Guide for my tablet pc. What a mistake. This book is too rich and too much of a treasure to have available only in a digital format. I love Dr. Zachary's work and this is her best. I will use and recommend this book to everyone who is interested in building workplaces where trust and authenticity are alive and well. I will also recommend this to my colleagues who are interested in best practices in adult learning.

Lois brings her work to life by guiding us through the process and understanding of mentoring. As a thought leader on the topic, Lois is able to share her models with power tools to use and implement. She shares relevant stories that illustrate the power and process of what works and what does not work in the mentoring process! It you want to be a mentor, start a mentoring program or create a mentoring culture, it is a must read! Thank you for sharing your outstanding work Lois.Â Â The Mentor's Guide: Facilitating Effective Learning Relationships

Interesting....was recommended for course work and proved helpful

I spent my summer researching mentoring as an independent study project for my PhD program. This guide incorporated much of what I found to be essential in an effective mentoring program: incorporation of adult learning theory, focus on the responsibilities of the mentee, practical exercises and reading for the mentors, and much more. I have used the exercises with great success and highly recommend this book to anyone considering implementing a mentoring program.

Many teaching tools available for use in workshop setting.

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