

Creating a Modern Mentoring Culture

Presented by Randy Emelo

Accolades and Clients



Best Unique or Innovative
L&D Program



Best Advance in
Social Learning Technology



Best Use of
Blended Learning



Best use of
Social/Collaborative Learning



Poll Question

What does mentoring currently look like in your organization?

- A** Small program for a specific group only
- B** A few small programs run by various groups
- C** Broad program for all employees
- D** Informal only; no formal program exists

What is Mentoring?

Mentoring is learning through the experience of others.
More experienced person(s) advises or counsels the development of less experienced person(s).



Where Mentoring Fits



Learning from Work
Challenging experiences
Problem solving
Practice



Learning from Others
Coaching
Mentoring
Feedback



Learning from Instruction
Courses
Events
Programs



Types of Mentoring

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TYPES OF MENTORING

Paired

Group

Situational

Peer

Reverse

Modern Mentoring

	Purpose	Participants	Design	Method
Traditional	Career Advancement	Mentors are senior leaders and mentees are high-potentials	Top-down and 3 rd party matched	Face-to-face

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Evolving	Relational Learning	Advisors and learners can be anyone in the organization	Flat and self-directed	Virtual
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Modern Mentoring

Poll Question

How different is modern mentoring
from the way you've been approaching it?

- A** Not very different
- B** Somewhat different
- C** Moderately different
- D** Very different
- E** Off the charts!

Poll Question

How would you characterize the purpose of mentoring?

- A** It's a way to get ahead
- B** It's a way to collaborate
- C** It's a way to make learning connections

Generational Views



Baby Boomer
(1946-1964)

Hard Work for
Personal Gain

Participative
Management

Mentoring =
A Way to Get Ahead

Generation X
(1965-1980)

Work/Life Balance

Skeptical of Authority

Mentoring =
Collaboration

Millennial
(1981-2000)

Multitasking
Web Surfers

Anyone with Expertise

Mentoring =
Learning Connections

Work

Authority

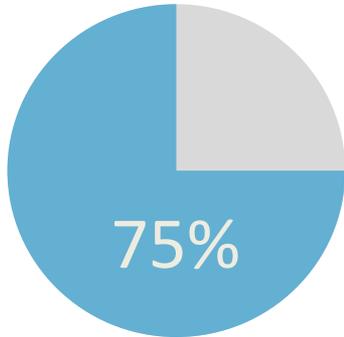
Mentoring

Poll Question

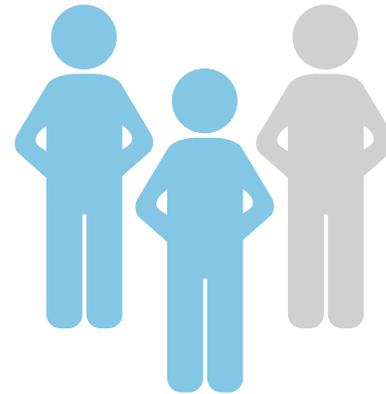
Do your views on mentoring align with your generational category?

- A** Yes
- B** No
- C** It's a mixed bag

Millennials & Mentoring



**3 out of 4
Millennials**
would like to
have a mentor.



Two-thirds of Millennials
think they should be mentoring
older co-workers on technology.

89%

89% of Millennials
think it is important to be
constantly learning at their job.

Source: MTV Research, "No Collar Workers," 2012.



Chat Question

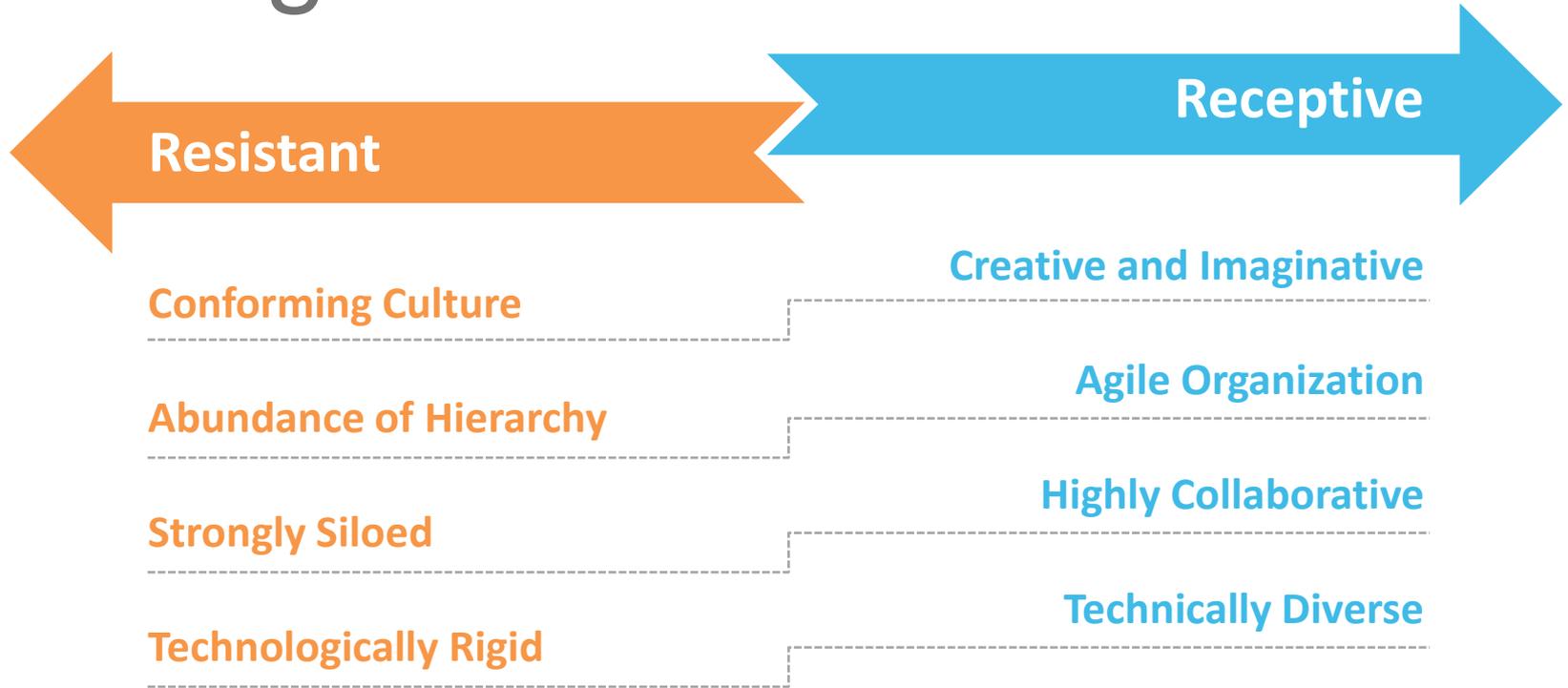
**What are Millennials in your organization
telling you that they want
from development opportunities?**

Common Uses

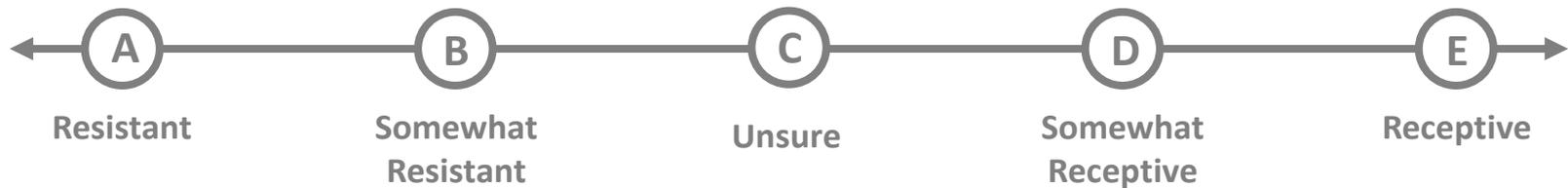
- Onboarding
- Hi-Po Development
- Training
- Diversity & Inclusion
- Career Development
- Leadership Development



Organizational Readiness



How ready is your organization for modern mentoring?



For Successful Implementation



Avoid starting
too small



Fix something
important



Show
Results

Thank You

Randy Emelo

Founder and Chief Strategist, River



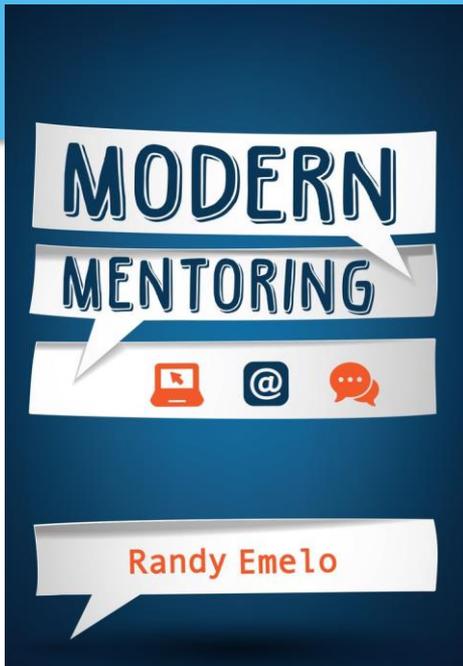
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Get your copy of Randy's
book at the ATD Store:
td.org/modernmentor

