



## What is *MENTORING*?

Mentoring is about learning from other leaders **one-on-one** in **time-limited** and **confidential** conversations. Mentors help mentees by:

- **Coaching and advising**
- Sharing the **big picture, organizational perspective**, and hints around **political savvy**
- Helping mentees **set goals** and **grow their networks**

In a formal mentoring relationship, **INTENTIONALITY** is the key. Mentors and mentees form a **PARTNERSHIP** and together establish norms and work toward leadership growth.

Thinking about becoming a mentor?

*Successful mentors use these core skills throughout the mentoring process:*

- **Listen Actively and Build Trust**
- **Ask Open-Ended Questions and Play Devil's Advocate**
- **Encourage and Support** \*This is what mentees value most, according to research!
- **Inspire, be a Sounding Board, and Share Lessons Learned**
- **Provide Honest Feedback** and be open to feedback yourself.
- **Be a Tour Guide, Champion, and Identify Resources.** Help the mentee build their network.

**TIME COMMITMENT:** Mentors need to meet with mentees **for one hour, four times throughout the year**. It will be up to the mentee to coordinate these meetings.

### BENEFITS of Mentoring

**For the Mentee and for Henrico County:** Mentors help new or less experienced leaders build skills and leadership capacity and align with strategies that are essential to the organization's success. This increases productivity and makes it easier to fill key leadership roles.

**For the Mentor:** As a mentor, you will have the opportunity to give back to others and the organization, build your network, and even gain a better understanding of yourself and the organization through teaching and guiding other leaders. You may also find yourself with a fresh new perspective based on your conversations with your mentee!

**The chance to share your wisdom and experiences, evolve your own thinking, develop a new relationship, and deepen your skills as a coach make this the OPPORTUNITY of a LIFETIME.**