Pour into Others: Mentor & Advocate

CASA Winter Conference
Your Vision: 10-20 Years From Now
Your Vision: 10-20 Years From Now
Personal Experience

- Believed in me
- Expessed an interest in me
- Gave me a seat at the table
- Empowered me
- Provided feedback
- Presented me with growth opportunities
Our Team

Maggie Frye
Founder & Principal Consultant

Jamie Holtzapfel
Principal Consultant

Christine Sapita
Senior Consultant

Randy Benn
Senior Consultant

Amy Clark
Business Operations Manager

Michelle Easton
Program Coordinator
Our Services

Powering Potential

1. Leadership Development
2. Strategic Planning
3. Team Effectiveness
In what ways can you continue to grow as a leader?
2019 Core Growth Capstone Project

LEADERSHIP DEVELOPMENT RECOMMENDATIONS
FOR WATER SECTOR PROFESSIONALS

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Applicable Strategies

- Difference between mentoring and advocating
- Debunking the Top 5 mentoring myths
- Tips for a successful:
  - mentoring relationship
  - mentoring program
- Menu of actions to take after today
The Role of a Mentor & Advocate
Role of a Mentor

Goal: To educate and grow others

- Share experiences
- Build skills through coaching
- Raise awareness
- Help with self-discovery
Role of an Advocate

Goal: To champion

- Offer encouragement
- Speak out
- Provide access
- Influence decisions
Top 5 Mentoring Myths
Myth 1:
Mentors have all the answers.
Fact:
Mentors help you arrive at your own answers.
Expertise:

Leadership Development

Strategic Planning

Expertise:

Team Dynamics

Growth:

Scaling a Consulting Business
Myth 2:
Mentors are older and wiser.
Fact:

Mentors may come as a surprise.
Myth 3:
Mentoring relationships are monogamous.
Fact:

It takes a village.
Myth 4: Mentors are untouchable.
Fact:

Mentors aren’t bullet proof.
Myth 5: Mentoring relationships are formal.
Fact:
Mentoring relationships best evolve organically.
Tips for a Successful Mentoring Relationship
Mentor Strategies for Success

- Create a non-threatening, growth-centered environment
  - Establish judge-free zone
  - Watch use of “us” and “them” language
  - Remain open
- Start out light. Trust is earned.
  - Background/find common ground/set goals
- Ask open-ended questions and prompts
- Commit and come prepared (but encourage them to “own” the relationship)
- Express humility/get vulnerable
Creating strong relationships

- Four factors:
  1. Frequency
  2. Proximity
  3. Duration
  4. Intensity

- Three settings:
  1. Business
  2. Social
  3. Personal
A good mentoring relationship is as long as it should be and no longer.”

Jodi Glickman, author of *Great on the Job*
Tips for a Successful Mentoring Program
Programmatic Strategies for Success

- Provide options versus assign
- I&I – the kind you want! Use mentors who have a natural Inclination and sincere Interest.
- Provide guidance
  - Educate both sides
  - Templates/structure
- Check in, measure, adjust as needed
Just Start – Somewhere, Anywhere!

- Attend breakout at CASA conference!
- Identify expertise you have to share
- Identify high potentials and inquire about career interests and goals
- Express an interest:
  - Ask to lunch
  - Invite to a meeting
  - Offer to tag-team a presentation
  - Ask for input
  - Listen more and ask open-ended questions
- Advocate on someone’s behalf in front of senior leaders
- Share this presentation with other leaders at your utility and begin to map out a strategy
Thank You!
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