Networking & Mentoring

by Chris Kilgore, for GPSAW
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Agenda

• Introductions
• Mentoring models: A comparison
• Network mentoring
  • Activity!
• Q&A
Introductions

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• And you?
  • Name
  • Undergraduate / graduate
  • One goal or aspiration
Introductions: Activity!

What does mentoring mean to you? Jot down some notes on one or more of the following…

• How would you define mentoring? Or, who “counts” as a “mentor”?  
• What experiences have you had being mentored?  
• What kind of mentoring do you feel you will need in the future?
Introductions

- Opinions differ as to what mentoring is, exactly
- Mentors may do different things in different contexts
Mentoring Models

Mentors might serve as…

• Ally: Provides advice and support on specific topics, accountability
• Friend: Provides psychosocial support
• Advisor: Provides career-tracking support
• Sponsor: Provides career support
  • Speaks on your behalf
  • Affords you access to opportunities
• Role Model: Knows how to do the things you want to do

(Higgins, 2000, as cited in de Janasz & Sullivan, 2004)
Mentoring Models

Assumptions about mentors:
• Always available
• Fills all helping roles
• Works one-on-one
• Expertise (one-way flow)

(Louis & Freeman, 2018)
Mentoring Models

Increasingly, scholars agree that the traditional “guru” model is not the most effective, and is often unattainable

(Bean-Katner, 2014; de Janasz & Sullivan, 2004; Lechuga, 2014)
Mentoring Models

Network mentoring
• Multiple people
• More limited roles
• Lower resistance

…your “board of directors” (Brothers, 2020)
Mentoring Models

Traditional “guru”:
• Always available
• Fills all helping roles
• Works one-on-one
• Expertise (one-way flow)

Network mentor:
• When appropriate
• Fills a specific role
• May work with many mentees
• Mutual arrangement (two+ way flow)
Feedback on Professional Activity

- They know what a Resume / CV looks like
- They can help with career choices / decisions
- They’ll read your manuscript

Professional Development

- They know how to do what you want to do
- They have specific skills you need to learn

Sponsorship (Advocacy)

- They can advocate for you
- They can say positive things about you when you’re not in the room

Emotional Support

- They help you remember when it’s time to step away
- They provide a nurturing orientation toward you and your work

Access to Opportunities

- They know where to find resources on campus
- They know where to look for resources beyond the campus

Intellectual Community

- They are engaged in the subject or field for its own sake
- They maintain enthusiasm
- They share your interests

Accountability

- They know what really matters in your career path
- They will help you remain accountable for the work that counts

Role Models

- They are doing what you want to be doing
- They exemplify a successful approach in the terms you define

Mentor Network Map

(Adapted from NCFDD, 2019)
Activity: Map Your Network
Mentoring Models

Alternative Mentoring Relationships

• Peer mentoring
• Mutual mentoring
• Group mentoring
• Reverse mentoring

(Beane-Katner, 2014)
Mentoring in Process

Life cycle of mentoring

• Initiation
• Cultivation
• Separation / Redefinition

(Kram, 1983, as cited in Brothers, 2020)
Mentoring in Process

Best-practice considerations

• Engagement: The “when, where, and how”
• Purpose: The present focus
• Trust: Clear communication, authenticity, and mutuality of the relationship
• Network: Explore connections

(Brothers, 2020)
Questions & Answers!
References


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