Lead Ohio Inspirational Leaders
Mentoring Town Hall

July 12, 2016

Please Welcome ...

Kevin Milstead
HRD Deputy Director, DAS
Please Welcome ...

Stephanie Loucka
Chief of Staff, DAS

Please Welcome ...

Mona Reed
Director of Administration
Governor’s Office
Strategic Leadership Vision:
Lead Ohio

Please Welcome ...

Debora Branham
LPD Administrator
Office of Talent Management, DAS
Mentoring

A talent development strategy to enhance skills and competencies in order to improve performance and build professional capabilities.

Source: ATD’s Best On Mentoring

Why Mentor?

Agency
• Development of people to carry the culture

Mentor
• Opportunity to give back and share wisdom

Mentee
• Become proficient on the job
• Provides a focused path

Source: ATD’s Best On Mentoring
Mentoring and Engagement

“Mentoring is one method that can tip the scales on employee engagement by fostering lasting relationships among employees, promoting career development, and facilitating the transfer of knowledge.” (SHRM 2005)

Links between Mentoring and Employee Engagement

<table>
<thead>
<tr>
<th>Building Relationships</th>
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<tbody>
<tr>
<td>Promoting Employee Performance</td>
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<tr>
<td>Sense of Value and Belonging</td>
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<tr>
<td>Transfer and Critical Exchange of Knowledge</td>
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<tr>
<td>Enhanced Communication</td>
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Source: Trends in employee engagement and what role mentoring plays
Successful Mentoring Programs

BEST PRACTiCE

Be Strategic  •  Grow Your People  •  Be Accountable

Please Welcome ...

Ed Banks
Managing Director of Organizational Development, DRC

Be Strategic  •  Grow Your People  •  Be Accountable
Successful Mentoring Programs

P.A.C.E

DRC Female Mentoring Program

Executive Leadership

Professional Alliance of Correctional Employees (P.A.C.E.)

Origins

Mentorship Outcomes

Program Objectives
Origin of P.A.C.E

Designed to promote a positive work environment for correctional employees by fostering both personal and professional development through mentorship.

Program Objectives

- To promote mobility.
- To provide opportunities to gain needed experience and knowledge for advancement.
- To aid in increasing employee morale, retaining employees in the job force and helping to recognize talents and goals of employees.
Mentorship Outcomes

“The PACE program allowed me to experience situations that I would have never witnessed on my current job”

Executive Leadership

Overview
Mentorship Outcomes
Program Objectives
Program Overview

Focus on skills and abilities of agency’s future leaders.

Eligibility Requirements

Who can participate?
Program Objectives

Minimum of 32 documented hours of mentoring experience between protégé and prominent department mentor

Mentorship Outcomes

Building the capacity of upcoming leaders
**Program Overview**

Mentors and protégés complete a mentorship training prior to the six month commitment of the program.

- Mentors and protégés will meet once a month for eight hours.
- Protégés are encouraged to attend a self-development seminar of their choice.
Program Objectives

Structured setting where female employees receive assistance in job preparedness, career enhancement and professional development by learning about DRC from experienced, seasoned staff.

“I could not be more thankful to have been a part of this program. Had I not had this chance to spend quality time with an individual who understood and believed in me I probably would still be stuck and stagnant not only in my career choices but in life as well.”
Mentorship Outcomes

“This has been an awesome experience. My protégé is focused and driven to succeed. Keep the program going.”

Please return from break in five (5) minutes
Question #1

Can you share your PERSONAL experience with formal or informal mentoring? Please tell us why it was successful.
Question #2

What are your thoughts on assigning each new employee a PEER mentor or SOMEONE OTHER THAN THE IMMEDIATE SUPERVISOR?

Question #3

What is YOUR perspective as to whether mentoring can IMPACT an organization's culture (i.e., relationships, values, performance, or employee ENGAGEMENT)?
Question #4

What strategies do you find helpful in mentoring or improving mentoring in your agency?

Question #5

Should all supervisors be mentors?
Audience
Question & Answer Session

Please Welcome ...

Julia White
Training Program Manager
Office of Talent Management, DAS
What is Modern Mentoring?

Modern Mentoring...

Collaborative  Equalitarian  Flexible

Virtual  Self-directed  Goal-focused

Source: ATD's Best On Mentoring
# Roadmap to Modern Mentoring

**Instructor Led Course**
- Available as a learning options for Inspirational Leaders pilot learners.
- 4 hours- July 2016.

**What you will learn**
- Understand the difference between coaching and mentoring.
- Identify the fundamental elements of modern mentoring.
- Discuss how to leverage technology in modern mentoring.
- Examine your role in supporting mentoring in your agency.

**Who should attend**
- Anyone interested in creating a collaborate learning environment.
- Managers who are interested in connecting people across an agency to share critical skills and knowledge.
- Anyone interested in mentoring others in an informal, open and short-term relationship focused on increasing results.

**Example of Modern Mentoring**
- DAS expects to launch pilot this fall
- Online resources, tools and templates

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**Certificate of Completion Presentation**

Kevin Milstead, DAS  
HRD Deputy Director

Terri Vetter, DAS  
Training Program Manager

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