

Dr. Hurst has no disclosures, financial interests or conflicts of interest to report	
DISCLOSURE STATEMENT	
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Gain insight and learn strategies to develop successful mentoring relationships

Objectives

- Explore how to be a leader through mentoring
- Discuss strategies to enhance the mentoring journey
- · Identify elements of the mentoring agreement
- Summarize approaches for giving and receiving feedback

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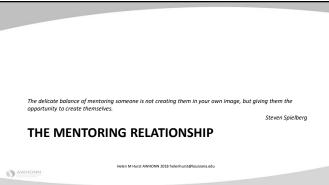
...is always to help the mentee to change something – to improve their performance, to develop their leadership qualities, to develop their partnership skills, to realize their vision, or whatever. This movement from where they are (here), to where they want to be (there). Mike Turner

PURPOSE OF MENTORING

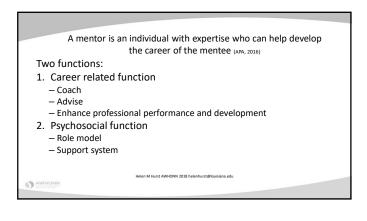
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Eight Rules of Mentoring (Nemanick, 2016) Lead by following Chart a course Create a safe place Good questions beat good advice Balance empathy and action Foster accountability Fill the toolkit Honor the journey

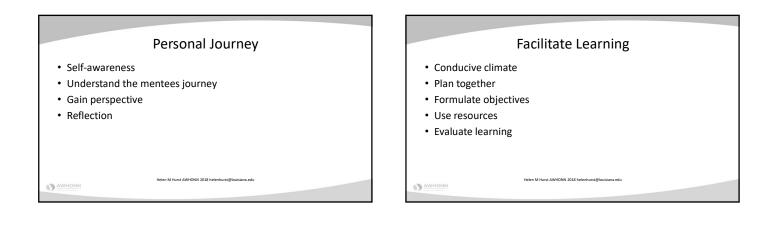
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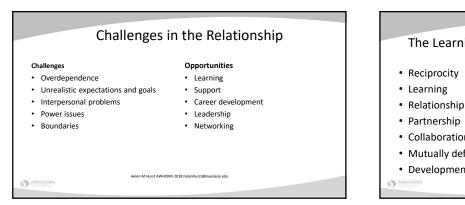


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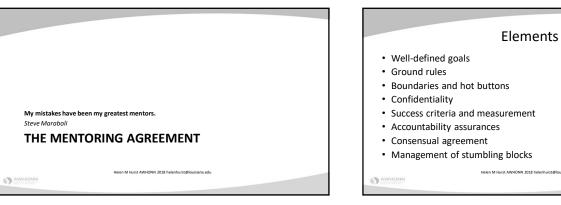


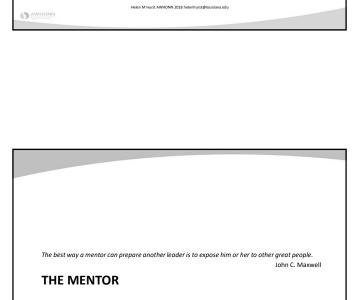












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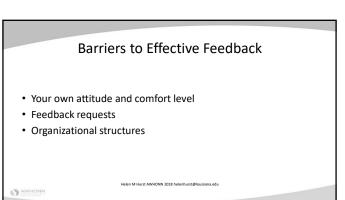
	method construction	Worksheet 6: Sample mento	oring agreement
Relationship		Brainand, Harlos & George (1998)	any cyreenen
		Consider using this agreement, or another one	that you and your mentor create together, if you believe the mentoring
In harv outside, entropy endouble, A a netter in digram discuss y care gains and expensions for the proposed in their kareage of an endoublewerk. If a share in your is might be marken angue the traditional gain working the use care many shares. The share is your is might be the shares when the scale transmit the individual of all be the justicities the entropy proper condition. We may an exist an back with a different length method.			rg a matual agreement of roles, responsibilities, and expectations.
		We are voluntarily entering into a mentioning relationship from which we both expect to benefit. We want this to be a rish, rewardle experime with most of our time toppther parent in productional development activities. To this end, we have mutually agreed upon terms and conditions of our relationship as outlined in this agreement.	
a understand Bug confidentially is critical to developing a bur	ding mentoring relationship. Consequently, we agree to maintain the	Objectives	
condicentally of the person and business expensions that we share with each other. Furthermore, we understand that we will both uphold the same standard of confidentially.		We hope to achieve:	To accomplish this we will:
ime Commitment			
e commit to working together at least three to five hours each esembations which are one hour sessions, to include the initial	month, with that including HSC Staff Mentorship Speaker Series orientation.		
xpectations			
It's will hold ourselves to the expectations as outlined in the initial training session. Together we will ovaite long-term and short-term objectives to make our time together meaningful and productive.		Confidentiality Any sensitive issues that we discuss will be held in confidence. Issues that are off-limits in this relationship include:	
understand and agree to the terms on this	page.		
		Frequency of Meetings We will attempt to meet at least	time(s) each month. If we cannot attend a scheduled meetic
ana of Martine	Sociative	we agree to notify one another in advano	
		Duration	
de			relationship will continue as long as we both feel comfortable or
		No-Fault Termination	
ane of Merice	Signature	We are committed to open and honest communication in our relationship. We will discuss and attempt to resolve any condicts as they arise. If, however, one of us needs to terminate the relationship for any reason, agree to abide by one another's decision.	
<i>te</i>		agree to acuse by one another a occurrent	
24		8 bMentor	Mentee

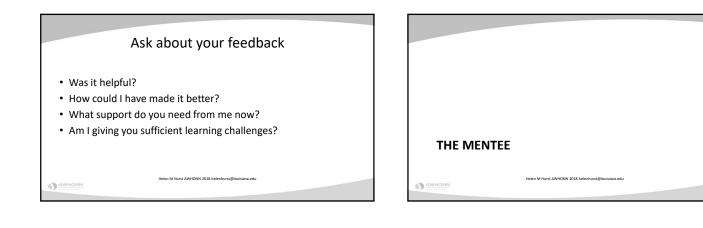
Using Emotional Intelligence Self-awareness Manage your emotions Be "other" aware – read the mentee Manage your mentoring relationships 	As a mentor Reciprocity Responsibilit Integrity Respect Offer problem solving strategies Encourage excellence Listen and support Confront unprofessional behavior Offer challenging opportunities
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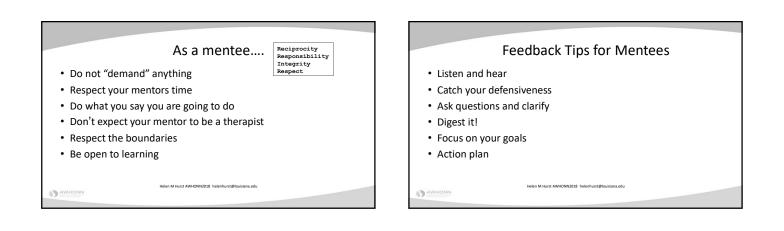
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