# PAIR MENTORS AND PROTEGES

- HAVE THE COMMITTEE GATHER TOGETHER TO DETERMINE WHICH MENTORS AND PROTEGES WILL WORK
  WELL TOGETHER
- DETERMINE COMPATIBILITY BY:
  - SKILL SETS
  - GEOGRAPHIC LOCATION
  - PERSONALITY
- IF A MENTOR OR PROTÉGÉ HAS LISTED MORE THAN ONE CATEGORY, FIND OUT IF THEY WANT TO LIMIT TO ONLY ONE OR DO MORE

## **Mentors And Proteges**

**Lebena Varghese** 

#### **Mentors And Proteges:**

Power Mentoring Ellen A. Ensher, Susan Murphy, 2011-01-07 Written to reflect the realities of todays business environment Power Mentoring is a nuts and bolts guide for anyone who wants to create a connection with a protg or mentor or to improve a current mentoring relationship Filled with illustrative examples and candid insights from fifty of America smost successful mentors and protgs Power Mentoring unlocks the secrets of great mentoring relationships and shows how anyone including those who are well established in their careers or those who are just starting out can become a successful mentor or protg Based on compelling interviews from Ellen Ensher and Susan Murphys own research this important resource explains what it takes to develop a power mentoring network consisting of a variety of mentors across a range of organizations and industries The authors provide strategies for establishing suchpower mentoring relationships outline the best practices and offer insights from mentors and protgs in a variety of fields including technology politics and the media Mentors & Proteges Linda Phillips-Jones, 1982

Being Mentored Hal Portner, 2002-05-22 In this book you will find all

Proteges Linda Lee Phillips,1977 Does Choice Matter? Dana Lynn Kendall,2007 Many organizations currently implement formal mentoring programs to assist newcomers in their adjustment to organizational norms standards and culture However very few empirically established guidelines exist for how to effectively match mentors to prot g s in formal programs sponsored by organizations Typically organizations attempt to match mentors to prot g s based on similarity of goals interests However prior research suggests that even mentors and prot g s disagree with respect to their perceived similarity Consequently it should be difficult for a program administrator to determine which mentors and prot g s are likely to be compatible Recent research has found that prot g s who perceived they had input into their match reported higher quality relationships The present study extended this research by experimentally manipulating prot g choice and by investigating potential mechanisms through which choice is expected to influence relationship success Mentors were undergraduate juniors and seniors and prot g s were first semester freshmen randomly assigned to choose their own mentor or to be matched to a mentor by the program administrator What Protégés and Mentors Report Helped Or

Hindered the Outcomes of Mentoring Relationships Sarah Louise Buydens, 2016 How to best conduct a mentoring relationship has been confounded by the lack of a consistent definition of mentoring and the scarcity of studies addressing how to achieve a positive outcome This study contributes new operationalized definitions of mentoring mentor and prot g and a modified version of the Critical Incident Technique and the Enhanced Critical Incident Technique called the Adapted Critical Incident Technique ACIT which is more consistent with a qualitative methodology The researcher interviewed 18 self described mentors and prot g s to obtain 207 quotes about what critical behaviours helped or hindered mentoring relationship outcomes Independent judges confirmed the placement of quotes into 13 categories of behaviours that helped

mentors and prot g s to reach the mentoring goals and 10 categories of behaviours that hindered the mentoring outcome The findings contribute to an increased understanding of the foundation upon which mentors and prot g s in all fields may potentially build better programs and training under the guise of mentorship Does Self-efficacy Crossover Between Mentors and Proteges Within Mentoring Dyads? :b Examining the Facilitating Role of Perspective Taking in the Crossover *Process* Lebena Varghese, 2017 Extensive research on mentoring shows that mentoring programs within organizational settings enhance various individual outcomes The current dissertation specifically examined how mentors enhanced protege self efficacy Three studies were designed to investigate whether efficacy beliefs transfer from mentors to their respective proteges The studies also focused on the conditions and the psychological processes that facilitated the transfer of efficacious beliefs between the members of the mentoring dyad Drawing on social comparison theory I proposed that when shared experience exists between mentors and proteges proteges are able to take the perspective of their mentors I further proposed that the perspective taking a protege engages in enables them to ascribe positive aspects of their mentor i e efficacious beliefs to themselves Precisely a protege s perspective taking bolsters the transfer of efficacious beliefs from the mentor to the protege Study 1 and Study 2 adopted an experimental design i e vignette study and Study 3 adopted a survey design with proteges in an e mentoring program Results from all the three studies provided evidence for the transfer of efficacy beliefs from the mentor to the protege The findings also supported the postulation that shared experience between the protege and the mentor facilitates perspective taking on behalf of the protege Although the findings of the experimental studies showed that a protege s perspective taking moderated the positive transfer of efficacy beliefs from the mentor to the protege the field study failed to replicate this finding The current research's findings have implications for training and developing employees Mentors are able to encourage proteges to attempt and pursue stretch goals or tackle challenges by instilling domain specific efficacy beliefs in them The research findings also underscore the role of shared experience and psychological process such as perspective taking in making mentoring relationships efficient and effective Mentoring in Higher Education Marcia E. Canton, David Phillip James, 1999 Mentors and Protégés Glenda G. Dexter, 2000 An Analysis of Perceived Sex-role Characteristics of Mentors and Proteges Within the Mentor/protege Relationship Cherie Elaine Evans Fretwell, 1989 The Mentor Relationship Breda Murphy Bova, Rebecca R. Phillips, 1981 The Mentor's Guide Laura Gail Lunsford, 2021-11-29 A definitive resource that pulls together evidence from psychology education and organizational studies this fully updated second edition translates research into practice and serves as a practical handbook on how to set up run and evaluate any mentoring program Despite ever growing interest there are few helpful resources for program managers and mentoring coordinators This book sheds needed light on mentoring behaviors the stages of mentoring elements of high quality relationships and how to recognize and avoid dysfunctional ones Step by step guidance will enable readers to Understand what mentoring is and is not Assess their mentoring program using a clear

framework Work through steps to design or redesign an effective mentoring program Draw on real world examples to assess and improve programs Benefit from all new material for this second edition including a chapter on e mentoring and in depth case studies as well as updated information on culturally intelligent mentoring and more If you manage or support a mentoring program then this handbook is for you Human resource professionals across industries will gain ideas on how to improve the efficiency and effectiveness of mentoring while administrators in higher education will value the content on formal mentorship programs for faculty members graduate students and undergraduates **Mentor-Protege Programs** Have Policies That Aim to Benefit Participants But Do Not Require Postagreement Tracking William B. Shear, 2011-04-18 A mentor protege program is an arrangement in which mentors businesses typically experienced prime contractors provide technical managerial and other business development assistance to eligible small businesses or proteges In return the programs provide incentives for mentor participation such as credit towardsubcontracting goals additional evaluation points toward the awarding of contracts an annual award to the mentor providing the most effective developmental support to a protege and in some cases cost reimbursement Overall mentor protege programs seek to enhance the ability of small businesses to compete more successfully for federal government contracts by furnishing them with assistance to improve their performance This report identifies 13 federal agencies that currently have mentor protege programs and examines whether they are effectively supporting the goal of increasing small business participation in federal government contracting Includes recommendations Figures This is a print on demand report **Directing Research in Primary Care** David A. Katerndahl, Kenneth M. Boyd, 2018-07-27 This is a highly practical book that focuses on the specifics of development in primary care research units It discusses development of both research units and researchers themselves and offers helpful case studies that include an in depth look at the development of one particular research unit The issues and approaches used are applicable to all primary care researchers and administrators in medicine around the world Directing Research in Primary Care is an easy to read no nonsense guide that provides invaluable information and guidance to individual researchers with or contemplating leadership roles and deans chairs and research directors supporting primary The Return Of The Mentor Brian J. Caldwell, Earl M.A. Carter, 2003-09-02 A book on the good practise of care research mentoring which considers the roles of the mentor mentee in changing workplaces affected by external forces including technology the economy and the dismantling of middle management structures and offers guidelines for those who seek good A Handbook for Managing Mentoring Programs Laura Gail Lunsford, 2016-08-11 Despite the interest and practise pervasiveness of mentoring there has been little attention devoted to professionalizing mentoring for program managers in learning organizations especially post secondary institutions and there are scant resources available for mentoring coordinators This book fills that gap Drawing on research on mentoring and coaching in psychology education and organizations this guide translates research into practice by helping program administrators learn more about the behaviors

of mentoring stages of mentoring relationships elements of high quality relationships and recognizing and avoiding dysfunctional ones The book includes diagnostic surveys and case studies that coordinators might use in their programs and makes an important contribution to the literature on mentoring providing a practical up to date resource for those working in the field on how to set up run and evaluate their mentoring programs Mentoring and Diversity Belle Rose Ragins, David Clutterbuck, Lisa Matthewman, 2012-04-27 Organizations with a diverse workforce will have a leading edge in the New World economy Mentoring and Diversity illustrates the importance of mentoring as a proactive tool in diversity initiatives and demonstrates how mentoring can be used to recruit develop and retain a diverse and innovative workforce This book brings together new and innovative perspectives on diversity and mentoring relationships within a variety of international settings Mentoring and Diversity provides a unique blend of research and practice and is an indispensable guide for any company that seeks to develop a more diverse workforce It will serve as a fundamental text for practitioners interested in developing effective mentoring programmes and for researchers seeking to understand these critical and complex relationships Interviews cases and qualitative data from a variety of international settings are used to support the models and theries developed in the text These cases illustrate diversity in action in mentoring relationships and provide guidance for developing effective mentoring programmes and diverse mentoring relationships in organizations The book is composed of four sections that reflect theory research and practice An overview of the theory and research on diversified mentoring relationships followed by an applied model of diversity in mentoring relationships Some empirically based and pragmatic observations of best practices that are used by diversified mentoring programmes in various international contexts A collection of international case studies of diversity in both mentoring programmes and individual mentoring relationships These cases illustrate the challenges and benefits associated with diversity in mentoring relationships Organizational cases are drawn from such companies as Procter Gamble Volvo and World Bank These cases provide practical guidance on how to develop effective mentoring programmes An integrative analysis of some of the recurring themes in the case studies that are supported by existing research but also chart new ground for emerging reseach and theory Mentorina Flovd Wickman.1997 Handbook of Adult and Continuing Education Arthur L. Wilson, Elisabeth Hayes, 2009-04-27 Sponsored by the American Association of Adult Continuing EducationThis monumental work is a testimony to the science of adult education and the skills of Wilson and Hayes It is a veritable feast for nourishing our understanding of the current field of adult education The editors and their well chosen colleagues consistently question how we know and upon what grounds we act They invite us to consider not only how we can design effective adult education but also why we practice in a particular socio economic context Jane Vella author of Taking Learning to Task and Learning to Listen Learning to Teach This new handbook captures the exciting intellectual and professional development of our field in the last decade It is an indispensable resource for faculty students and professionals Jack Mezirow emeritus professor Adult and Continuing

Education Teachers College Columbia University For nearly seventy years the handbooks of adult and continuing education have been definitive references on the best practices programs and institutions in the field In this new edition over sixty leading authorities share their diverse perspectives in a single volume exploring a wealth of topics including learning from experience adult learning for self development race and culture in adult learning technology and distance learning learning in the workplace adult education for community action and development and much more Much more than a catalogue of theory and historical facts this handbook strongly reflects the values of adult educators and instructors who are dedicated to promoting social and educational opportunity for learners and to sustaining fair and ethical practices Believed in Me Marcia A. McMullen, Patricia M. Miller, 2002 Because You Believed in Me uses stories of real people such as Susan B Anthony and Elizabeth Cady Stanton Claude Monet and Eugene Boudin Ulysses S Grant and Abraham Lincoln Martin Luther King Jr and Benjamin Elijah Mays to capture the elusive qualities and proven benefits of mentoring relationships The value of mentoring tested by time becomes apparent in their stories What if Eugene Boudin hadn t encouraged Claude Monet to paint the outdoors Would someone else have inspired another person with similar talent to abandon studio painting and venture into the beauty of landscapes Mentors expand boundaries and open worlds of possibilities Even brilliant people need heroes The emulation of another can be a catalyst for self discovery A mentor s example along with guestions and shared experiences helps proto go s clarify their paths crystallize their values and experience the freedom to explore unimagined vistas Designed to inspire and uplift Because You Believed in Me highlights the spirit of mutual generosity in the mentor proto go relationship This wonderful collection is an invitation to reach out renew and remember the powerful influences of unique individuals

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