Taking Charge of Your Professional Growth with the Power of Self-Mentoring

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Webinar
Introductions

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Junior employees benefit from being mentored, with enhanced job performance and satisfaction

Mentoring can improve the emotional health of mentees when a close, trusting relationship is established

Mentoring longitudinal study in England and Wales of police force

- Mentors experience lower levels of anxiety, described their job as more meaningful
- Opportunity to discuss and reflect on concerns
- Acknowledgement of anxiety feelings opened the opportunity to share coping mechanisms; minimized stigma associated with mental health disorders
- Mentors felt satisfaction from mentoring and helping others
Mentorship Opportunities

- Formal Programs
  - Employers
  - Alumni Networks
  - Professional Societies
Mentorship Program
This program partners young and experienced healthcare improvement professionals for a year-long pilot program setting the stage for a potentially lifelong mentoring relationship.

Program Objectives
The objectives of this program are to:
• Develop key leadership skills of young professionals: active listening, building trust, determining goals, building capacity, and encouraging and inspiring each other
• Build relationships between experienced and young professionals in order to better develop a community of healthcare improvement professionals.

The SHS mentoring program aligns with SHS’s vision to create a culture of continuous improvement in healthcare organizations and actions to cultivate a community of healthcare improvement professionals and to develop healthcare leaders.

What is mentoring?
Mentoring has been defined as a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support, and encouragement aimed at developing the competence and character of the mentee. Mentees can benefit by gaining the perspective of an experienced professional, addressing long-term development needs, and developing a meaningful relationship with their mentors. Mentors benefit by contributing to the development of future leaders and giving something back to the profession.

Mentoring is not intended to be used as a recruiting mechanism, nor is it a directive relationship. Mentoring offers an opportunity for mentors to share experience and knowledge to prepare mentees for greater leadership opportunities and obligations. Please avoid discussions of specific employment opportunities in the initial stages of the relationship to allow for foundational trust to take root.
Society for Health Systems
Mentorship Program

Eligibility

Mentor
SHS mentors are experienced professionals who have achieved Diplomate status and are able to commit to at least 2 hours per month to meet with their assigned mentee.

Mentee
Mentees are active SHS members with less than 5 years of professional experience and have indicated an interest in having a mentor.

Pairing
Mentee candidates meeting eligibility criteria will be given an opportunity to review profiles of eligible mentors. Mentees rank potential mentors in order of preference, and pairings are made in accordance with preference as much as possible.

Expectations
• All conversations are considered confidential. This is to develop trust as well as protect organizations that may be discussed.
• Mentor/mentee will make a commitment to meet at least monthly.
• Mentees will keep a Mentor Journal. This journal will include personal goals, action plans, and measures of success. Journal could also be in the form of a Professional Development Plan (PDP) A3.

Format and Duration
Mentors/mentees are not required to be close geographically to each other; therefore, the use of technology may be necessary for effective mentoring. Mentor/mentee will need to establish a preferred method to communicate with each other.

It is expected that each pair meet once per month for the duration of a year. It is highly recommended that mentors and mentees attend the Healthcare Systems Process Improvement Conference for a face-to-face networking opportunity.

For more information, email SHS.ExperiencedProfessionals@gmail.com
A mutually beneficial experience

Connect with industrial and systems engineering professionals and students of all levels through the member-only IISE Mentor Board. Whether you’re looking to provide your knowledge and expertise as a mentor or need guidance as a mentee, the IISE Mentor Board provides a special chance to develop meaningful connections that help advance your career.

How does it work?

Both mentors and mentees fill out a profile to which both parties can then search for a match based on relevant profiles. Once connected, they’re able to communicate off-line and develop a mentorship.

Sign up at http://mentorboard.careerwebsite.com/IISE
Mentorship Opportunities

- Yourself, through self-mentorship
  1. Define your passion
  2. Identify and develop your strengths
  3. Find people you admire
  4. Ask for feedback
1. Define your passion

- What energizes you?
- What activities or events make time fly by?
- What activities make time seem to drag on forever?

Seek out opportunities that energize you and decline opportunities that drain you.

What’s Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don’t agree with every description.

Myers-Briggs Type Indicator Test may help identify what brings you joy.
2. Identify & develop your strengths

- Focus on improving what you’re already good at
- Minimize the amount of work that isn’t aligned with your strengths
3. Find people you admire

- What makes this person a great leader?
- What behaviors can be pinpointed that you can attempt to emulate?
- How does this person handle stress?
- What does this person do when there is a crisis?
- How does this person support the team?
- What is important to this person?
- What messages and styles best resonate with this leader?
4. Ask for feedback

- Seek opportunities to give and receive feedback

Seeking feedback

- Ask questions
  - What can I do to help you?
  - How could we have handled that situation differently?
  - What are we missing in our plan?

- Debrief events
  - Plus/Delta

- Walk with the person after a meeting

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<th>What went well?</th>
<th>What should change next time?</th>
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Power of Self-Mentoring

- With self-mentoring, you don’t have to rely on anyone else to help you like a formal mentoring program.
- Identify your passions and what gives you energy, and then select opportunities that align with your passions.
- Identify and develop your strengths, as it’s a lot easier to improve on something you’re already good at doing.
- Find people who you admire and observe them and emulate the behaviors you admire.
- Ask for feedback, as you’ll be surprised how helpful this can be in improving your approach and style.

How can you take charge of being the best you by using the resources that are already around you?
Questions for the Panelists

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