



CREATING

SUCCESSFUL TELEMENTORING

PROGRAMS

EDITED BY

FRANCES K. KOGHAN

JOSEPH T. PASCARELLI

A VOLUME IN
PERSPECTIVES IN MENTORING

Creating Successful Telementoring Program Perspectives On Mentoring Paperback

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Creating Successful Telementoring Programs Frances K. Kochan, Joseph T. Pascarelli, 2005 This volume Technological Aspects of Mentoring edited by Frances K Kochan and Joseph T Pascarelli will examine mentoring in the technological age It will focus upon the impact and use of technology in terms of program development mentoring roles problems and solutions and issues to be addressed including confidentiality ethics and implications for future practice The editors will explore the possibilities for tomorrow from the work of today Uncovering the Cultural Dynamics in Mentoring Programs and Relationships Frances K. Kochan, Andrea M. Kent, André M. Green, 2014-12-01 Although cultural issues have a powerful influence on the failure and success of mentoring programs and relationships there is scant research on this area and little in the way of guidelines that practitioners can use to help assure mentoring success This book seeks to expand our knowledge and understanding of this topic and to foster the use of this information to enhance practice and research The book is unique in a number of ways and will be an important resource for all those engaged in mentoring endeavors and for those conducting research in this area First it presents research findings on the cultural impact of mentoring at the individual relational level at the organizational level and within the structures of the society Secondly the chapters describe mentoring from an international perspective including programs from Africa Australia Canada Finland India Ireland Korea Scotland Sweden and the United States Third the book is research based and yet can be easily applied to practice Chapters provide information on lessons learned and also include reflective questions to enable the reader to delve more deeply into the constructs and findings in order to apply them to their own practice and research This makes the book an ideal resource for training mentors and mentees for designing mentoring programs for teaching about mentoring and for establishing and maintaining mentoring relationships It also will be of value to those who are engaged in conducting research on how to create and maintain successful mentoring relationships and programs Endorsements All mentoring relationships are diverse Indeed it is the difference between mentor and mentee that creates the potential for co learning Mentoring that bridges cultural gaps opens the way to an exchange of understanding about both internal and external assumptions and perspectives how each of us thinks and how the world functions for each of us In this book the editors and contributors demonstrate the diversity of diversity with particular focus on education in different societies I recommend it as essential background reading for anyone designing mentoring programmes in which cultural diversity will be a significant dynamic Dr David Clutterbuck Special Ambassador European Mentoring and Coaching Council In this boundary spanning volume the authors pull back the curtain on the latest evolution of mentoring theory and practice revealing that all mentoring relationships are intrinsically cultural Not only that the researchers present creative empirically sound ideas for mentoring at different scales personal encounters networked communities and loose collectives This book is robustly inclusive of structural layers of mentoring differentiated by context whether higher education schools or collegial communities making meaning of cultural diversity as

part of one's inner core of relational and systematic mentoring. Practitioners of mentoring and researchers of mentoring alike should find this work important for understanding the breadth and depth of mentoring in different cultural contexts while allowing its essence to remain unfolding rather than simply told. All mentoring professionals can gain insight and value from the diversity of theoretical orientations that capture as well as map the impact of global and cultural influences of mentoring in everyday worlds. A must read for all who care about the quality of educational relationships and about making a difference in learning settings. Dr. Carol A. Mullen, Professor of Educational Leadership, Virginia Tech University Council for Educational Administration, UCEA Plenary Session Representative. PSR

Creating Successful Mentoring Programs Catalyst (Organization), 2002. A how to guide on mentoring programs

Mentoring for the Professions Aimee Howley, Mary Barbara Trube, 2014-10-01. This edited volume brings together conceptual and empirical work from various professional fields to inform a perspective on mentoring that goes beyond what is needed for today and orients toward what is needed for the future in order to promote healthy and productive organizations. This perspective is important because the pace of change in organizations is rapid and increasingly so. Under conditions of rapid and on going change, employees, students, and colleagues all are learners, and the learning needs of these adults demand meaningful and focused strategies for professional development. A major strategy with demonstrated value for fostering learning among adults is mentoring, which contributes both relational and structural support for such learning. This support helps organizations build communities of practice in which colleagues alternate the role of mentor and mentee by sharing different types of expertise and different perspectives on organizational challenges. Chapters within the book focus on theoretical perspectives on mentoring, the connection between change and mentoring, the character of the leadership that mentoring entails, the developmental processes that mentees experience, the transformation of the mentee as a result of mentoring, the value of matching mentor and mentee styles, and the role of mentoring in organizational team building. Furthermore, some chapters explore the similarities and differences in individual versus group mentoring. And some of the contributions elaborate linkages among mentoring concepts and those used in related practices such as coaching and distributed leadership.

Mentoring In Health Professions Education Alice Fornari, Darshana T. Shah, 2022-01-11. This IAMSE Manual, *Mentoring Across the Continuum*, is a product of its co-editors' and authors' lifetime work in mentoring faculty and studying the impact of this mentoring. The book defines the field of academic medicine as highly dependent on finding and relating to mentors at virtually every stage of a doctor's career. It describes and analyzes successful mentor-mentee relationships, examining the authors' personal experiences as well as a data-driven approach to explore the many different roles and perspectives on mentoring relationships and ultimately the mentoring culture. The editors look at the data with respect to the success of different strategies in mentoring as well as different structures of diverse mentoring programs. As well-proven ways to deliver these programs successfully for all professionals who lead mentoring programs or are active participants as mentees. There is a

special emphasis on the mentoring of medical educators However the themes explored in this book are generalizable beyond the medical educator to include diverse academic roles across the continuum In particular enumerating the many specific roles of a mentor beyond just the traditional concepts adds breadth and depth to understanding what can be gained from mentor mentee relationships This Manual is a valuable resource for clinicians educators and trainees in addition to anyone involved in medical education and progressing through the stages of practicing teaching and learning in medicine This Manual represents a meaningful addition to the literature on this most important professional subject Mentoring The Future: A Guide to Building Mentoring Programs That Work Shona Welsh,2004 New Directions in Mentoring Carol A. Mullen,Dale W. Lick,1999 Creates a new model of mentoring where guided flexible structures unleash the creative capacity of the group Approaches include the use of lifelong mentoring professional peer networking and the creative use of collaborative teams *The Blackwell Handbook of Mentoring* Tammy D. Allen,Lillian T. Eby,2010-04-26 Cutting across the fields of psychology management education counseling social work and sociology The Blackwell Handbook of Mentoring reveals an innovative multi disciplinary approach to the practice and theory of mentoring Provides a complete multi disciplinary look at the practice and theory of mentoring and demonstrates its advantages Brings together for the first time expert researchers from the three primary areas of mentoring workplace academy and community Leading scholars provide critical analysis on important literature concerning theoretical approaches and methodological issues in the field Final section presents an integrated perspective on mentoring relationships and projects a future agenda for the field Coaching And Mentoring At Work: Developing Effective Practice Connor, Mary,Pokora, Julia,2012-01-01 The book explains how to get the most out of coaching and mentoring **Global Perspectives on Mentoring** Frances K. Kochan,2006-01-01 This book will examine mentoring from a global perspective in an effort to discover the commonalties and differences not only in diverse fields of practice but across a wide range of contextual Place your subscription or standing order today settings Each chapter of the book will contain an overview of the program problems encountered and solutions to them benefits outcomes impact and thoughts for reflection and consideration The editor will examine common themes and explore their cross cultural implications The volume is intended for those interested in the concept of mentoring in any professional setting and culture It will provide important insights into how to create a mentoring program strategies for overcoming problems and methods for assessing outcomes and impact **Mentoring Programs That Work** Jenn Labin,2017-02-15 Amazing Benefits Unique Risks A stellar mentor can change the trajectory of a career And an enduring mentoring program can become an organization s most powerful talent development tool But fixing a broken mentoring program or developing a new program from scratch requires a unique process not a standard training methodology Over the course of her career seasoned program development specialist Jenn Labin has encountered dozens of mentoring programs unable to stand the test of their organizations natural talent cycles These programs applied a training methodology to a nontraining solution and were

ineffective at best and poorly designed at worst What s needed is a solid planning framework developed from hands on experimentation And you ll find it here Mentoring Programs That Work is framed around Labin s AXLES model the first framework devoted to the unique challenges of a sustained learning process This step by step approach will help you navigate the early phases of mentoring program alignment all the way through program launch and measurement Whether your goal is to recruit and retain Millennials or deepen organizational commitment it s time to embrace mentoring as one of the most powerful tools of talent development Mentoring Programs That Work will help your organization succeed by building mentoring programs that connect people and inspire learning transfer *Creating and Sustaining a Collaborative Mentorship Team* Dianne M. Gut,Beth J. VanDerveer,Mary Barbara Trube,Pamela C. Beam,2020-09-01 In response to changes in the workforce scholars are calling for mentoring that is more fluid flexible and responsive to the needs of diverse groups of individuals whether culturally Kochan Kochan Searby George Mitchell Edge 2015 or intergenerationally Thorpe 2012 diverse With these changes there are greater demands for intergenerational and intercultural collaboration and mentoring One response to these changes is to take a more collaborative interactive and transformational approach to mentoring In response this book provides a model for collaborative mentoring based on best practice grounded in theory and research and framed by the Dynamic Model of Collaborative Mentorship Each chapter provides a description of one of the five components of the mentoring model which are grounded in theory and include agency values engagement patterns and roles Individual chapters provide resources prompts and questions to guide reflection and suggested readings This book is authored by four individuals who work research and write as a team The book itself is the product of their mentoring research as well as their mentoring practice in action It is current and timely focusing on team processes which are collaborative dynamic reflective and continuously developing and evolving *The Mentor's Guide* Lois J. Zachary,Lisa Z. Fain,2022-06-15 Explore the latest edition of an authoritative resource on professional and educational mentoring In the newly revised Third Edition of *The Mentor s Guide Facilitating Effective Learning Relationships* veteran mentoring experts Lois J Zachary and Lisa Z Fain deliver a thoughtful and rich exploration of the critical process of mentoring The book offers practical tools for facilitating the mentoring experience from beginning to end In addition to walking you through the four phases of mentoring preparing negotiating enabling growth and coming to closure this important book provides Brand new content on diversity inclusion and equity as well as tools to enhance virtual mentoring relationships The ethics of mentoring including how to handle common ethical pitfalls and mistakes Hands on worksheets and exercises to facilitate the mentoring and learning process Perfect for leaders managers and educators in any career or professional setting *The Mentor s Guide* is an indispensable tool to help navigate your learning and mentoring journey **The SAGE Handbook of Mentoring** David A. Clutterbuck,Frances K. Kochan,Laura Lunsford,Nora Dominguez,Julie Haddock-Millar,2017-02-09 The SAGE Handbook of Mentoring provides a scholarly comprehensive and critical overview of mentoring theory research and practice across the

world Internationally renowned authors map out the key historical and contemporary research before considering modern case study examples and future directions for the field The chapters are organised into four areas The Landscape of Mentoring The Practice of Mentoring The Context of Mentoring Case Studies of Mentoring Around the Globe This Handbook is a resource for mentoring academics students and practitioners across a range of disciplines including business and management education health psychology counselling and social work

Mentorship, Leadership, and Research

Michael Snowden, Jamie P. Halsall, 2018-08-27 This insightful volume details the implementation and challenges of the Teaching Excellence Framework TEF developed in the UK to ensure equal access to higher education for all social classes It posits that a modern higher education institution requires a robust set of mechanisms specifically mentorship leadership and research to create high quality teaching and learning Noted contributors pose and answer key questions about the TEF in such areas as solution focused teaching mentoring for the job market and social science curriculum development using best practice examples in the field These ideas and strategies carry great potential to improve the caliber of teaching and learning in universities and with it students social mobility Among the topics covered Why have mentoring in universities Reflections and justifications Working with students as partners developing peer mentoring to enhance the undergraduate student experience The employers reach mentoring undergraduate students to enhance employability Learn it and pass it on strategies for educational succession Mentoring mentees to mentor Interdisciplinarity in higher education the challenges of adaptability Mentorship Leadership and Research will play a pivotal role in UK higher education since currently there is scant academic literature on practical tools to help universities to succeed at the TEF A resource with international implications it should interest sociologists of education and professionals in business strategy and leadership social work and community development Michael Snowden is a Senior Lecturer in Mentoring Studies at the University of Huddersfield UK Jamie P Halsall is a Reader in Social Sciences at the University of Huddersfield UK Given the recent introduction of the Teaching Excellence Framework TEF in the United Kingdom this timely book outlines effective practices to help earn the Gold standard While considering TEF within the current climate of academic competition and critical evaluation a diverse group of experts lay out why mentoring is one highly effective answer to the TEF standards and without compromising productivity in other service and research agendas This book is a must read for academics and higher learning administrators alike Leda Nath Professor of Sociology University of Wisconsin

The Wiley International Handbook of Mentoring Beverly J. Irby, Jennifer N. Boswell, Linda J. Searby, Frances Kochan, Ruben Garza, Nahed Abdelrahman, 2020-03-10 The first collection in the area of mentoring that applies theory to real world practice research programs and recommendations from an international perspective In today s networked world society mentoring is a crucial area for study that requires a deep international understanding for effective implementation Despite the immense benefits of mentoring current literature on this subject is surprisingly sparse The Wiley International Handbook of Mentoring fills the need for a

comprehensive volume of in depth information on the different types of mentoring programs effective mentoring practices and emerging practical and applicable theories Based on sound research methodologies this unique text presents original essays by experts from over ten different countries demonstrating the ways mentoring can make a difference in the workplace and in the classroom these experts have an understanding of mentoring worldwide having worked in mentoring in over forty countries Each of the Handbook s four sections mentoring paradigms practices programs and possibilities include a final synthesis chapter authored by the section editors that captures the essence of the lessons learned applies a global context and recommends research avenues for further exploration This innovative volume demonstrates how mentoring in any culture can help employees to complete tasks and advance in their positions aid in socialization and assimilation in various settings provide diverse groups access to resources and information navigate through personalities politics policies and procedures and much more Offers an inclusive international perspective that supports moving mentoring into a discipline of its own and lays a theoretical foundation for further research Shows how emerging practical theories can be implemented in actual programs and various scenarios Examines a wide range of contemporary paradigms practices and programs in the field of mentoring including a panorama of introspections on mentoring from international scholars and practitioners Includes historical and epistemological content background information and definitions and overviews of fundamental aspects of mentoring The Wiley International Handbook of Mentoring is an essential volume for a global readership particularly teachers of mentoring courses trainers and researchers and practitioners in a variety of fields such as business education government politics sciences industry or sports *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 [Making Mentoring Work](#) Emily Davis,2014-08-13 Making Mentoring Work is a practical guide for school leaders interested in beginning or enhancing their mentoring programs for new teachers

Readers can use the mentoring program rubric to pre assess their program and then choose the chapters that correspond to areas of growth Each chapter provides background research as well as practical steps and tools to make mentoring work in a school environment At the end of each section readers will find discussion guides that support program leaders in making the next steps organizing conversations with stakeholders that will transform and streamline new teacher support programs and increase new teacher retention and practice

Creating Mentoring and Coaching Programs Linda Kyle

Stromei,2023-05-26 Are Mentoring and Coaching Programs Effectively Employed in Your Organization Coaching and mentoring have become essential organizational tools for developing people HR managers T D specialists and performance technologists will find useful tools in the 12 case studies in this volume These studies portray different mentoring and coaching programs in a variety of organizations and many educational applications that can be used as models and guides

The Handbook of Mentoring at Work Belle Rose Ragins,Kathy E. Kram,2007-10-09 This handbook is remarkable in that it provides a comprehensive and finely nuanced account of the diverse approaches that researchers theorists and practitioners have taken to mentoring by incorporating insights of someof the most widely known and respected researchers in careers and in mentoring This handbook is poised to become a classic in career and mentoring literature with its potential long term heuristic usefulness in generating new intersections among theory research and practice Rebecca L Weiler Suzy D Enbeau Patrice M Buzzanell Purdue UniversityThis handbook is poised to become a classic in career and mentoring literature with its potential long term heuristic usefulness in generating new intersections among theory research and practice it is encouraging that so much of the handbook establishes grounds for future communication research and relates directly to current trends in organizational and managerial communication MANAGEMENT COMMUNICATION QUARTERLYRagins and Kram both scholars whose work ignited the field of mentoring some 20 years ago and has guided it ever since have teamed up to produce this lucid and accessible compendium of research and theory on mentoring relationships at work Bringing together an impressive group of scholars this volume offers a comprehensive assessment of the current state of knowledge about mentoring as well as an ambitious theory driven practice oriented agenda for future research This book is an essential resource and could not be more timely as organizational scholars and practitioners alike grapple with the challenges of developing an ever more diverse workforce to meet the needs of an ever more global and technologically sophisticated organizational world Robin Ely Harvard Business School The most complete reference in mentoring The most seminal thinkers and the most significant collection of essays in print A must read for everyone concerned with growth and learning Warren Bennis University of Southern California This book is extremely timely After two decades of research and debate it provides a definitive guide to the study and practice of mentoring In a world of looming talent shortages it will prove an invaluable resource to reflective practitioners and organizational scholars alike The authors should be congratulated for offering this tour de force of cutting edge research and practice on mentoring while also charting new territories for future

investigation Herminia Ibarra INSEAD From two of the leading theorists in the field of mentoring comes an extraordinary volume Ragins and Kram have guided a stellar group of authors toward new heights in theory and practice The book covers all the bases and provides multiple perspectives some entirely new that promise to be generative of innovative research and practice No one interested in mentoring neither scholar nor practitioner can afford to ignore this remarkable book Lotte Bailyn MIT Sloan School of Management The explosion of interest in workplace mentoring today cries out for more robust research frameworks as well as new and better practical applications This superb Handbook closes that gap by bringing together leading scholars and practitioners for a comprehensive overview of this fast growing phenomenon Researchers students human resources professionals and practicing managers alike indeed anyone who has been a mentor or mentee will find this groundbreaking volume an indispensable companion John Alexander Former President and Senior Advisor Center for Creative Leadership The Handbook of Mentoring at Work Theory Research and Practice brings together the leading scholars in the field in order to craft the definitive reference book on workplace mentoring This state of the art guide connects existing knowledge to cutting edge theory research directions and practice strategies to generate the must have resource for mentoring theorists researchers and

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