

# MENTORINK™ NEWSLETTER

... the online publication of Mentoring Solutions  
Year 17 Issue 11 December 2003



"passing the torch"

**Upcoming:** January is Mentoring Month; mentoring for different careers and our usual features (see samples below)

**Inside:** Ask Mentor; 2nd Mentoring Connections National Conference

Policy: We keep three back issues on our website for you to access.  
Want information on any back issue item that isn't posted? Send an email to the Editor :  
[mgray@mentoring-solutions.com](mailto:mgray@mentoring-solutions.com)

## Year 2003 in review:

### Books with knowledge transfer ideas

- The Tipping Point: How Little Things Can Make a Big Difference by Malcolm Gladwell (October-November)
- From Good to Great by Jim Collins (January-April issues)
- Intellectual Capital by Thomas Stewart (May-August)

### Featured articles

The Intelligent Thinker's Guide (January issue - Part 8)

Mentor Visits China (January-March)

Myers-Briggs -- a mentoring tool? (February-March)

Mentoring and Birth Order (February-March)

Mentoring Program Start-up

The New Mentoring Paradigm

Mentoring as a Recruiting Strategy

Mentoring Gen Xers (April-August)

(continued page 3)



**POLL**



### From the Editor

Past issues have carried every thing & any thing on knowledge transfer using mentoring and coaching to support blended learning. Happy reading to all.



Your editor: **Marilynne Miles Gray**

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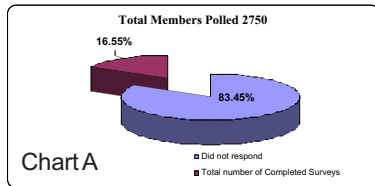
"passing the torch"

## Ask Mentor

Q: Mentor, I've wondered about the results from the *Mentoring Interest Profiler* (MIP). What do they actually look like? How are organizations using these results for knowledge transfer?

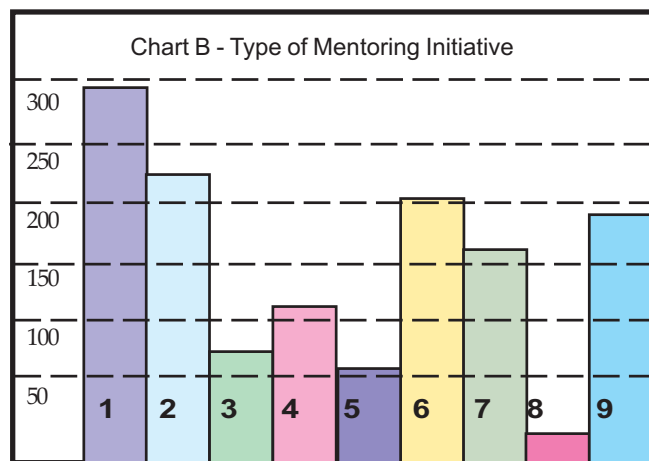
A: Obviously, justice can't be done to your questions in this space and without an actual conversation. However, I can give some insights into the second of your questions.

With the MIP, organizations get a series of charts and raw data. I've extracted two charts from one actual group to illustrate how the Steering Committee might work with the new information gained from the MIP.



First, organization type. The organization in question is one primarily made up of engineers who are members of an association rather than employees of a company, government agency, or educational institution. As a result, it's possible that the interest in program types (see Chart B below) could peak quite differently for each.

Chart A - shows the total number of respondents (as a %age) who were interested in being involved -- almost



17%. This is a large percentage considering this group represents volunteers who will not be paid to participate and who are not legislated to be in a mentoring program.

Having used the MIP, the organization now knows that it could have, let's say, a program of some 455 people rather than the more traditional number of 30 or fewer. Can this number be handled well? The Steering Committee now has to think about the possible scope in terms of matching, monitoring, etc. What if the organization had been considering a relatively formal program requiring the services of at least one Coordinator.

It's documented that even the biggest of organizations have



## squeezed for time?

### Mentoring Interest Profiler™ (MIP)

Know "How many of our staff are interested in mentoring?" or "What type of mentoring do our staff desire -- formal or informal?" The MIP is our web-based survey tool that can be used organization-wide to determine the interest in mentoring (and coaching). **And it's free!**

This brief survey takes approximately two minutes for respondents to complete. Your organization receives a Report of the results as well as all of the raw data for analysis. MIP charts and graphs contain a wealth of detail.

Want to use the MIP? Contact our Sales staff -- Troy Opper, Ian Frazer or Wayne Robinson -- to see if your group qualifies, to discuss your challenges and to find out how we can help. And we can!

*If you think education is expensive,  
try ignorance.*  
Derek Bok

been known to take upwards of five hours per match. Before the MIP was completed, this organization had no idea what numbers it would face. Now this is known. Unless there is a good electronic system to help out, the odds of putting a more formal program in place seem too costly in all probability. But this decision isn't made on one set of figures.

Chart B points to a number of considerations such as whether some prospective participants wish to be in multiple pools, how large some pools could be, what competency sets might need to be developed and applied, what other parts of the organization to involve and so on.

The MIP showed this organization that greatest interest was in Career Path Exploration (1) -- almost 300 people selected this -- with Competency Development (2) Members in Training (6) and Project Management (9), each topping or coming close to the 200 people per category. The Steering Committee can also see that only one category (8) came close in numbers to what is a traditional-size program with fewer than fifty.

If prospective participants have an interest in being in more than one Mentoring Pool -- as seems to be the case -- is it appropriate to start a self-directed program? Can some initiatives be combined? Or not? Which initiative is started first? Why?

Reader, you asked a good question because it spawned a series of additional questions that should be considered. Naturally, we will spend time with the client helping them to weigh the possibilities and make sound decisions so they can move on. That's the way it should be. No more guessing.

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## Year in review: (cont.)

### Featured articles (cont.)

- Mentoring & Intellectual Capital (May-September)
- Mentoring Myth (July-October)
- Mentor Muses: In Times of Crisis, How Will Mentoring Help?
- The Cost of Coaching (October)
- Profession: Architecture (November)

### Conferences

- 2003 Government Mentoring Conference (March)
- HR Forum (July-August)

### Polls & Surveys

- Mentoring Benchmark Survey (January, March issue)
- What does e-Mentoring Mean to You? (November)

### Ongoing items: Ask Mentor

#### The Alphabet According to Mentor (letters I, J, S) Mentoring Timeline

- February: Jim Collins & Jerry Porras - economics & business
- March: Seiji Ozawa & Herbert von Karajan - music
- April: Arnold Palmer & Deacon Palmer & Robert Damron - sports
- May-June: Ernie Cooms (Mr Dressup) & Fred Rogers (Mister Rogers) - television
- July-August: J.D. Henslow & Charles Darwin - science
- September: Yves Saint Laurent & Christian Dior - fashion
- October: William H. Macy & David Mamet - acting & movies
- November: Architecture

### From the Virtual Mentoring Library (May-June; July-August)



POLL





## Second Mentoring Connections National Conference

Coming soon... Register now for this 3-day event that will provide you with tools and resources to help advance mentoring in your organization!

- **Discover** how well respected corporations such as Ernst & Young, IBM, Bell Canada, Rogers Wireless are effectively using mentoring today to develop employee talent.
- **Participate** in workshops designed to "sharpen your mentoring tools" and assist in the design and implementation of effective programs.
- **Benefit** from extensive research that has been done on best practices in mentoring.
- **Learn** how to train program participants and evaluate your existing mentoring program to position it for long term success.

**WHEN:** March 4th – 6th, 2004  
**WHERE:** Toronto Marriott Eaton Centre  
**COST:** Only \$250.00 Canadian (plus GST)



Registration fee includes: ALL workshops and handouts PLUS

- Thursday evening Networking Reception (with cash bar and light refreshments)
- Breakfast Friday and Saturday
- Lunch and keynote Friday and Saturday
- Friday evening pre-dinner networking reception (cash bar)
- Dinner and keynote on Friday evening

Accommodation special: room rate at the Marriott of \$89.00/night, plus taxes - single or double room is available to registrants

Join us! Don't miss...

Dianne Buckner, Host of CBC Television's Gemini award-winning "Venture"

From England, David Clutterbuck, Author, International Consultant on Mentoring and Co-founder of The European Mentoring Centre

Marilynne Miles Gray of Mentoring Solutions presenting on: "When to Mentor, When to Coach, When to Do It Online" and "Build an E-Mentoring World"

and many other dynamic speakers and workshop presenters

**For more information or to register visit the website at [www.mentorcanada.ca](http://www.mentorcanada.ca)**

**Mentoring Connections 2nd National Conference**

**Phone: 416-962-4946 ext. 2**

**Toll Free: 1-866-962-4946**