

Mentoring Firsts from Mentoring Solutions

1978:

- Used university undergrads as mentors for gifted/talented youth (students in grades 4-7)
- Began using group mentoring
- Began 8 years of R&D on Mentor-Assisted Enrichment Projects™ involving youth in grades 4-12
- Began research leading to discovery of 4 Mentoring Styles
- Created the *Mentoring Action Plan*© to enhance goal attainment
- Began research on “Concerns of Preservice Teachers” to graduate more effective teachers
- Began defining, designing, aligning, and delivering the essential components of a Formalized Mentoring Program
- Began early type of Service Learning where Undergrads earn credit for promoting community-based learning with Youth

1979:

- Created first version of the *Mentoring Style Indicator* (MSI for Mentoring Youth)
- Trained mentors to employ Mentoring Style Flexibility to increase their effectiveness
- Developed Mentor Training so youth connect “learning about” STEM topics with “learning how” they are used/applied in the real world (STEM is Science, Technology, Engineering, Mathematics)
- Combined best practices of Didactic Instruction and Discovery Learning to maximize learning
- Included the Liberal Arts in STEAM-oriented Mentor-Assisted Enrichment Projects™ that attracted more youth into STEM disciplines
- Began identifying the differences between “Announcements” that encourage do-your-own-thing-mentoring and partially planned “Initiatives” and Formalized Mentoring “Programs”

1980:

- Began identifying essential components (structure, training, incentives, roles and responsibilities) for creating a Workforce Development Pipeline comprised of Youth+Undergrads+Professionals
- Identified 10 characteristics that distinguish Formalized Mentoring Programs from Informal Mentoring
- Trained mentor-protege partners to develop a good relationship by using Gray’s Situational Mentoring Model and using 4 Mentoring Styles appropriately

1981:

- Provided Mentor-Assisted Enrichment Projects for English-Second Language (ESL) youth
- Provided Mentor-Assisted Enrichment Projects for At-risk Youth
- Provided Mentor-Assisted Enrichment Projects for Native Youth
- Trained mentor-protege partners to do action planning to enhance goal attainment

1982:

- Published first article on what makes a Mentoring Program for youth successful [Gray, William A. (1982a) Mentor-assisted enrichment projects for the gifted and talented. *Educational Leadership* 40 (2), 16-21]
- Trained student teachers to mentor 2-4 proteges during an initial practicum (first field experience)
- Produced training videotape on “Implementing Mentor-Assisted Enrichment Projects”

1983:

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- Identified 4 Mentoring Styles and associated mentoring behaviors needed for productive relationships
- Identified how the Informational and Guiding Mentoring Styles equip proteges with what mentors know (the classical concept of mentoring)
- Identified how the Collaborative and Guiding Mentoring Styles empower what proteges want to learn, do and become
- Identified main reasons for failed mentoring relationships: mentor or protege “gets stuck” overly using a preferred Mentoring Style (causes relationships to fall apart)

- Trained M-P partners to use 4 Mentoring Styles so proteges are receptive and use mentoring assistance
- Trained parents to mentor their own children

1984:

- Developed and used Co-Mentoring (two or more mentors provide mentoring for a group of proteges)
- Rotated proteges through mentors to gain different perspectives and learn different competencies
- Published and copyrighted the *Mentoring Style Indicator for Business & Government* (became MSI for Career Development)
- Developed & copyrighted *Coaching Improved Person-Job Fit*© (utilizing Gray's Systematic 5-Step Coaching Model: C—>Cl—>CL—>cL—>L)

1985:

- Wrote the first "Synthesis of Research on Mentoring Beginning Teachers" (published in *Educational Leadership*)
- Helped Phi Delta Kappa implement Mentor-Assisted Enrichment Projects for G/T/C Students

1986:

- Sponsored & organized First International Conference on Mentoring (Vancouver, BC, Canada)
- Edited & published first Conference Proceedings on mentoring (2 volumes: education and business)
- Wrote & published first Annotated Bibliography on Mentoring (789 entries)
- Began publishing first mentoring newsletter - *MentorInk Newsletter*

1987:

- Began publishing first journal on mentoring - *Mentoring International*
- Began developing & using a Collaborative Program Planning Process to custom-develop Formalized Mentoring Programs
- Began using Knowledge Exchange to overcome intergenerational conflicts between veterans and new hires
- Created first Job Training Program that utilized Trait-Intervention-Results Model and formalized mentoring to attach chronically unemployed into the workforce
- Developed & copyrighted new versions of *Mentoring Style Indicator* – Generic, New Hires, Educational Administrators, New Teachers, Career Development

1988:

- 10th Anniversary: first to celebrate 10 years Developing Formalized Mentoring Programs
- Identified & published: Essential Components of Successful Mentoring Programs (distinguished essential components of true "Programs" from simplistic "Announcements" and partially-planned "Initiatives")
- Used Mentor-Assisted Projects to ensure knowledge transfer in corporations
- Planned and implemented first Formalized Mentoring Program to assist Disabled Workers (for Employment Networks Project)
- Began using Rotational Mentoring to develop future leaders in the diversified workforce
- Created and copyrighted *Protege Needs Inventory for College Students*
- Organized First Invitational Symposium on Mentoring involving leaders in mentoring (Bryn Maw, PA)
- Created and published two new versions of *Mentoring Style Indicator* – for College Students and for Entrepreneurs

1989:

- Wrote article on "Situational Mentoring: Custom designing planned mentoring programs"
- Began using Formalized Mentoring Programs to support EEO (Equal Employment Opportunity), Affirmative Action and Diversity Initiatives in corporations
- Began using researched-based *Inventory of New Teacher Needs*
- Conducted first Public Seminar on How to Develop Corporate Mentoring Programs
- Began using Group Mentoring and Mentor-Assisted Projects in corporations to retain High Potentials
- Began using Gray's Training & Development Model (T->Td->TD-tD->D) to train internal consultants
- Identified & copyrighted Basic Questions for Starting and Implementing a Pilot Mentoring Program

1990:

- Began using peer mentoring in corporate setting to orient new hires
- Published first training booklet for training mentor-protege partners
- Began using formalized mentoring with an Internship Program to increase the number of new hires

- Developed mentoring program & *Mentor Training Booklet for Entrepreneurs*©
- Offered public seminars on Retaining College Students through Mentoring
- Created *Protege Needs Inventory for New Hires*©
- Created *Protege Needs Inventory for Career Development*©
- *Mentoring Style Indicator* is first mentoring assessment to be published in O.K. Buros' *Mental Measurements Yearbook*

1991:

- Identified components of different Formalized Mentoring Programs that are needed for different stages of career development (from new hires to executive level)
- Created and published *Developing Mentor-Protege Relationships*© workbook
- Created and published *Action Planning Guide*© to help mentor-protege partners achieve key goals
- Created and published *Guide for Agreeing on Expectations, Concerns and Desired Benefits*©

1992:

- Offered first Public Seminars on Mentoring the Diversified Workforce
- Began using a 2-day Partner Matching+Training process to match and train mentor-protege partners
- Began providing a Train-the-Trainer course for training mentor-protege partners
- Copyrighted *Mentoring Style Indicator Leader's Guide*©

1993:

- Identified a 9-Step Mentoring Process for handling especially difficult protege challenges
- Created and copyrighted *Mentoring Style Indicator for Sales Training & Development*©
- Created and copyrighted Train-the-Trainer course for training mentor-protege partners

1994:

- Created and copyrighted *Build Better Teams by Understanding Personal Styles*©
- Began using Reverse Mentoring to enhance a Diversity Initiative (subordinates mentored C-Level Officers)

1995:

- Produced *Mentoring for Results*© Training Videotape for training mentor-protege partners
- Produced *Mentoring for Results*© Workbook for training mentor-protege partners
- Produced *Mentoring Solutions*© Videotape and Guide for developing successful Mentoring Programs
- Created and published *Mentoring Compatibility Indicator*© for matching mentor-protege partners
- Created and published *Mentoring Style Indicator for Health Care Professionals*©
- Began developing Global Mentoring Program for Developing Corporate Leaders

1996:

- Began developing Multi-tiered Mentoring Programs (A mentors B, who mentors C, etc.)
- Began developing Mentoring Programs for corporate employee network groups
- Began a Mentoring Network for Coordinators of Formalized Mentoring Programs
- Created and published *Mentoring Perception-Check Guide*© for mid-point check of Mentoring Programs

1997:

- Began developing first Web-based Mentoring Management System® – by converting proven paper products into Online Tools with added functionality
- Identified a 6-Step Mentoring Process for handling especially difficult protege challenges
- Created and published *Mentoring Style Indicator for Developing Leaders*©
- Created and published *Mentoring Style Indicator for College & University Faculty*©

1998:

- 20th Anniversary: first to celebrate 20 years Developing Formalized Mentoring Programs
- Clients began using first multi-functional Web-based Mentoring Management System® (called Online Mentoring System)
- Created *Protege Needs Inventory for Leaders*©

1999:

- Clients began using version 2 of Online Mentoring System
- Created and published *Coordinator's Guide for using the OMS System*©
- Began developing newly designed Mentoring Management System (to be called Colaboro®)

2000:

- Added new functionality to OMS (Online Mentoring Solutions™) System

2002:

- Developed Colaboro™ Web-based System for Self-Directed Mentoring Initiatives™
- Developed Colaboro™ Web-based System for Formal Coordinated Mentoring Programs
- Developed Online *Coordinator Tutorial and Coordinator Manual* for using Colaboro™

2003:

- Converted paper-based instruments into Online Tools (*Mentoring Style Indicator; Mentoring Compatibility Indicator; Mentoring Action Plan*)

2004:

- Converted paper-based *Guide for Agreeing on Expectations, Concerns and Desired Benefits* into Online Partner Agreement
- Converted paper-based *Protege Needs Inventory* into Online Needs/Expertise Inventory to permit instant partner matching

2005:

- Converted Gray's Systematic 5-Step Coaching Model into an Online Coaching Plan
- Created Online Coordinator Tool to match participants for Group Mentoring
- Created AutoMatch to enable Coordinator to electronically match an entire group in minutes (200 pairs in less than 2 minutes)
- Developed Online Mentoring Interest Profiler to identify participants for mentoring

2006:

- Modified Online Coaching Plan so 5 Steps can be done in any order

2007:

- Modified Online Mentoring Action Plan so long-distance partners can plan without talking (in Global Mentoring Programs)

2008:

- 30th Anniversary: first to celebrate 30 years Developing Formalized Mentoring Programs

2009-2014:

- Applying previous R&D-based discoveries to promote Problem-based Learning (PBL) that involves both Discovery Learning and Didactic Instruction to maximize learning
- Promoting the creation of different types of Workforce Development Pipelines for Engineering, the Trades and other career fields

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