Mentoring Firsts by 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 **S**cience, **T**echnology, **E**ngineering, **M**athematics)
- Combined best practices of Didactic Instruction and Discovery Learning to maximize learning
- Included the Liberal **A**rts in STE**A**M-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:
-
- Identified 4 Mentoring Styles and associated mentoring behaviors needed for productive relationships
- Identified how the Informational and Guiding Mentoring Styles <u>equip</u> proteges with what mentors know (the classical concept of mentoring)
- Identified how the Collaborative and Guiding Mentoring Styles <u>empower</u> 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

Mentoring Firsts by Mentoring Solutions

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

Mentoring Firsts by Mentoring Solutions

- 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©*

Mentoring Firsts by Mentoring Solutions

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