



THE TRANSITIONS

PASSING THE TORCH

Reimagine Mentorship

February 18, 2021

Today's Panel

WEBINAR MODERATOR & PANELISTS



MODERATOR

Mark Pew

Senior Vice President
Product Development & Marketing
Preferred Medical



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Licia Thompson, CPC, ELI-MP

Transition Clarity Strategist
Licia Thompson Coaching & Consulting, LLC

About *The Transitions*

- The Mission Statement
 - The Transitions is a movement to help the workers' compensation industry, collectively and individually, think strategically about how to handle the influx and outflux of talent over the coming decade.
- The Goal
 - Encourage the creation of a “transition” plan for every stakeholder in workers' compensation. Whether the transition is out or up / across, creating a plan that includes conscious consideration of overall strategy and specific tactics is a major key to success.



Get Involved

- Attend each webinar
- Use the handouts to Create A Transition Plan for yourself / your organization
- Join our Mentoring Program

- Follow our LinkedIn page (“The Transitions”)
- Join our LinkedIn group (“The Transitions Forum”)
- Subscribe to our First to Know database (<http://eepurl.com/hl-EKn>)
- Subscribe to our YouTube channel (<http://bit.ly/The-Transitions-YouTube-Channel>)
 - Webinar recordings and other original content available on-demand

“Create a Transition Plan” Curriculum

- Week of Mar 8 Reimagine Management Style
- ... Mar 29 Reimagine Influence
- ... Apr 19 Reimagine Communication Models
- ... May 17 Reimagine Business Processes
- ... June 7 Reimagine Technology Strategies
- ... June 28 Reimagine Marketing Methods
- ... July 19 Reimagine Human Resources
- ... Aug 9 Reimagine the Work Comp Brand
- ... Aug 23 Create The Transition Plan
- And probably more...

Reimagine mentorship

- What mentoring is not ...
 - A transaction or sales opportunity
 - A position of power or subservience
 - An onboarding buddy system or training program
- What it is ...
 - “a wise and trusted counselor or teacher”
 - An investment by one human being into another
 - Empowering others to become better versions of themselves
 - Bidirectional listening and sharing
 - Strategic and intentional
 - Learning, humility, growth
 - Has been happening from the moment you’re born
- Our guiding principles ...
 - **ICARE** – **Inclusivity, Commitment, Accountability, Reciprocity, Empowerment**



Being a Mentor

Expectations for a mentor

- Demonstrate sensitivity to the mentee's needs
- Create a positive environment
- Share your failures as well as your successes – be authentic
- Show mentee how to assess and improve their performance
- Celebrate / validate any wins the mentee shares
- Continually evaluate the relationship and experience and don't be afraid to move on



Successful mentoring strategies

- Prepare specific & measurable goals for yourself and the relationship
- Set (and reset) realistic expectations
- Develop chemistry built on a trusting relationship
- Foster growth of a person's character, values, self-awareness, empathy, and capacity for respect
- Be an active listener, encouraging, thought provoking and strategic
- Ask for feedback on the relationship and adjust as necessary
- Make mentee aware of important industry events and activities



Questions for the mentee

- What topic they want to work on
- What specific goal they want to achieve by the end of the meeting
- How they will measure the success of the meeting
- Why achieving the goal stated is important to them
- What they believe is needed to resolve their goal

Being a Mentee

Mentee Expectations

- Take the initiative to guide the relationship
- Be engaged, responsive and honest
- Listen to understand
- Be respectful of your mentor's time
- Prepare specific & measureable goals for yourself and the relationship
- Communicate clearly
- Open to constructive criticism
- Provide feedback to your mentor
- Express appreciation to your mentor
- Continually evaluate the relationship and experience and don't be afraid to move on
- Participate in *The Transitions* Mentorship events

Questions for the mentor

- Stories
 - Think back to five years ago. Did you envision your career as it is today?
- Situations
 - My boss said I need to be more strategic. What does that mean?
- Self-Awareness
 - What do you see as some of my blind spots and how can I improve?
- Skill Building
 - Can you recommend a book or resource for dealing with difficult conversations?



40 Questions To Ask A Mentor



Jo Miller Contributor

Careers

Award-winning speaker and researcher • CEO of Be Leaderly • Author of *Woman of Influence: 9 Steps to Build Your Brand, Establish Your Legacy, & Thrive* (McGraw-Hill)

TWEET THIS

Have conversations with your mentor gotten repetitive? Don't write off the relationship too quickly, even if it seems like it may have run its course.

Below are four types of questions to ask your mentor, along with 10 related examples for each type.



Mentee Tips, Benefits & Goals

- Take appropriate risks
- Continuously reflect and assess
- Be mindful of when your relationship has reached its natural end
- Enhancement of your strengths & diminishment of your weaknesses
- Development of your professional identity
- Career advancement
- Pay it forward



The Mentoring Program

Mentoring Advisory Council

- Barry Bloom
 - The bdb Group
- Bret Cade
 - Ascential Care Partners
- Karen Caterino
 - Willis Towers Watson
- Mari Diaz
 - OM Marketing
- Julie Fetherman
 - WCI360 Advisory Board
- Rachel Fikes
 - Rising Medical Solutions
- Porter Leslie
 - Ametros
- Heather Lore
 - IAIABC
- Claire Muselman
 - Continental Western Group
- Tandeka Nomvete
 - QuestPro Consultants
- Mark Pew
 - Preferred Medical
- Licia Thompson
 - Licia Thompson Coaching & Consulting
- Jennifer Wolf
 - IAIABC
- Scott E. Yasko
 - Preferred Medical

The Process

- Mentors
 - Fill out initial survey
 - Mentor Candidate Committee (MCC) member sets up call to start the vetting process
 - If both agree to proceed, fill out follow-up survey
- Mentees
 - Fill out initial survey
 - Mentee Support Team (MST) Executive Sponsor sets up call to answer questions
 - If both agree to proceed, fill out follow-up survey
- Matching
 - Preferences by mentee are matched to mentor profiles
 - Executive Sponsor presents mentor option(s) to mentee
 - Mentee contacts candidate mentors and finds match

Upcoming Events

- Mentors
 - Introductory Q&A Chat, TBD
 - New mentor orientation, TBD
- Mentees
 - Introductory Q&A Chat, Feb 26 @ 1pm ET
 - New mentee orientation, Mar 4 @ 1pm ET
- Mentors only, Mentees only, Combined
 - Monthly lunch & learn events starting in April
 - Speed networking virtual events
 - Gatherings at in-person conferences

- If you would like to help us ...
 - Mark.Pew@ThePreferredMedical.com

Audience Q & A





THANK YOU

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