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| **SESSION** | **W3 – Reimagine Mentorship**  February 18, 2021 |
| DESCRIPTION | As the workers’ compensation industry – and every workplace in the U.S. – deals with the "silver tsunami," mentoring has taken on an even more important role in proactively managing this generational transition.  Mentorship is not just about transferring institutional knowledge. It is also a transparently authentic dialogue about experience, lessons learned and perspectives applicable to both professional and personal life. Mentorship crosses company and demographic boundaries and offers viewpoints into other ways / better ways to do things.  In support of this dialogue, The Transitions is launching a Mentorship Program that will help connect mentors and mentees to build relationships that matter.  Are you interested in becoming a **Mentor**? [Please fill out this form](https://www.surveymonkey.com/r/Transitions-Mentor1).  Are you interested in becoming a **Mentee**? [Please fill out this form](https://www.surveymonkey.com/r/Transitions-Mentee1).  We are extremely appreciative of the International Association of Industrial Accident Boards and Commissions ([IAIABC](https://www.iaiabc.org/)) for providing the technology infrastructure to host our database of available mentors and mentees along with confirmed relationships. |
| **LEARNING OBJECTIVES** | 1. Define the values, goals and tactics of an impactful mentoring program 2. Outline the responsibilities and expectations for a mentor and mentee 3. Describe The Transitions Mentoring Program and next steps |
| **REFERENCE MATERIALS** | * “[Claire & Mark on ... Mentoring](https://www.youtube.com/watch?v=xllBU8wyxZ4&feature=youtu.be)” on YouTube with Claire Muselman and Mark Pew * “[Insurance Professionals: Stop Sitting on Your Hands and Start Mentoring Young Talent](https://riskandinsurance.com/the-power-of-good-mentorships/)” by James Curbeam on 3/5/20 * “[Mentorship will change the world](https://www.youtube.com/watch?v=0BFQbCVtI2k&feature=youtu.be)” on YouTube by Kam Phillips * “[The power of mentorship](https://www.youtube.com/watch?v=RP7JNRZ069g&feature=youtu.be)” on YouTube by Kenny F. Harris * “[Mentor Guide](https://www.educause.edu/-/media/files/wiki-import/2014infosecurityguide/mentoring-toolkit/siguccsmentorguidepdf)” by SIGUCCS * “[How to Be an Effective Mentor](https://www.ehstoday.com/safety-leadership/article/21138484/safety-leadership-how-to-be-an-effective-mentor)” by EHS Today * “[Do you have a champion or a mentor?](https://www.artemisconnection.com/do-you-have-a-champion-or-a-mentor/)” by Artemis Connection * “[How to Build a Great Relationship with a Mentor](https://hbr.org/2020/01/how-to-build-a-great-relationship-with-a-mentor)” by Harvard Business Review * “[The 5 types of mentors you need in your life](https://ideas.ted.com/the-5-types-of-mentors-you-need-in-your-life/)” by Ideas.Ted.Com * “[40 Questions To Ask A Mentor](https://www.forbes.com/sites/jomiller/2018/03/25/40-questions-to-ask-a-mentor/?sh=4a3a5b27261b)” by Forbes * “[How to Prepare for Your Meeting With Your Mentor](https://www.get.mentoringcomplete.com/blog/bid/88274/6-tips-for-mentorees-to-prepare-for-meetings-with-a-mentor)” by Mentoring Complete * “[High 5 Test](https://high5test.com/)” to understand your strengths |

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| **PANELIST POINTS** | |
| **MARK PEW**  **Preferred Medical** | 1. Mentorship is about both professional and personal and built through relationship. 2. If you are going to reach your potential, being a lifelong learner means you are both a mentor and mentee. 3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| **BRET CADE**  **Ascential Care Partners** | *The Mentor perspective*   1. This is not a “check the box” process. Put the relationship before mentorship. 2. Mentorship goes beyond the acquisition of job skills. Focus on character rather than competency. 3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| **LICIA THOMPSON**  **Transition Clarity Strategist** | *The Mentor perspective*   1. Show up with a relaxed demeanor, be fully present to honor the mentee. 2. Prepare for the initial meeting by listening and asking open ended questions with more listening than talking. Really understand why the mentee wants a mentor. 3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| **JULIE FETHERMAN**  **WCI360 Advisory Board Member** | *The Mentee perspective*   1. As a mentee, take time to identify what your goals and objectives are going into the initial meeting. Your mentor is there to help you do the work better, not do the work for you. 2. Revisit the Forbes article and question types as you sit down to prep for your meetings to creatively openly up new mentor discussions or re-invigorate your on-going sessions: 1. Stories 2. Situations 3. Self-Awareness 4. Skill-Building. 3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| **SCOTT YASKO**  **Preferred Medical** | *The Mentee perspective*   1. Mentees will get out of the program what they put in. Effective relationships will hinge on the efforts and commitment of the mentee. 2. Before meeting your mentor for the first time, have an idea of what you perceive as your strengths and weaknesses; then discuss this with your mentor. As the relationship develops, these should be continuously examined for progress and assessed for improvement. 3. Develop and utilize a reflective practice. Schedule it if you have to. It could be self-reflection or a review with your mentor, but understanding what works best for you and your success is vital. 4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| **TANDEKA NOMVETE**  **QuestPro Consultants** | *The Mentee perspective*   1. Really show up! Be authentic, engaging and responsive. 2. Understand that mentorship is a two-way street. 3. Embrace feedback! Provide feedback and ask for feedback. 4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

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| **CREATING A PLAN TO-DO’S** | |
| **Within the next week** |  |
| **Within the next month** |  |
| **Within the next six months** |  |

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| **NOTES** | |
| **Things to Remember** |  |