



ENGAGE Others and Build Relationships

Session 4: The Leadership Connection

The Power of Alliances

Key Topics:

- Setting direction and intention for growth.
- Best practices to intentionally build developmental relationships for career sustainability.
- Prepare for effective mentoring relationships.



WUI Rule – Don't Do It Alone



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Mentoring is about turning learning into leadership.

Your mentor relationship is an interactive, active learning process. This active learning process implies acting on something (such as your development plan), affecting something, altering something . . . mentoring is no simple action. The mentor relationship is limited only by the imagination and creativity of the Mentor and Mentee.

"Women's Mentoring Wisdom" Research

Crucial Behaviors for Success: **INTENTIONAL**

Focus / Preparation

- What is your focus for development? What is your short and long term focus for your leadership / career advancement?
- Have you identified the "transformational shift" and development goals (based on your 360 feedback) that will help you achieve your vision?
- How committed are you to your OWN development?

Leverage Feedback – Power of Reflection and Action

- Are you willing to ask for and accept feedback on your growth opportunities, AND the effectiveness of your mentoring relationship?
- Are you open to considering a different perspective?
- Do you review, evaluate, share, and journal insights and questions from development conversations?
- Do you seek out opportunities to "turn learning into leadership?" Do you apply / share insights and demonstrate capabilities and expertise in your organization?

Relationship Building – Power of Perspective

- Do you invest time in building and nurturing relationships at all levels?
- Do you have a robust business network? How does it help broaden your strategic perspective and achieve your goals?



Success?
It depends on you!

LEARN | ENGAGE | ACHIEVE | DELIVER



Potential Challenges:

- Being Open: Having a Growth (vs “fixed) Mindset
- Knowing how to ASK for / Leverage Feedback and Insights
- Seeing the Value of my Mentor's Perspective
- Focus: Not sure Where to Start
- Time!
- Willingness to be really Honest about Work / Life Challenges
- Other?

Feedback strikes at the tension between two human needs: the need to learn and grow, and the need to be accepted just the way you are.

Being open to feedback requires a growth mindset.

Source: *Learning Leadership*, Kouzes and Posner

Matrix Team Discussion

- **Share LEAD Roadmaps: Transformational Shift Statements & Initial Goals.**
 - Your Leadership Vision!
 - What areas/ topics do you want to explore together?
- **Team Agreement:**
 - What “rules of engagement” has your Peer Team already established?
 - Discuss ‘how’ you will work together as a full Matrix Team. How will we measure success?
- **Get your Quarterly Peer Team and 1-1 meetings scheduled!**



YOU Own your Matrix Mentor Relationships

- Be INTENTIONAL: Determine what you want and need
- Start with your LEAD Roadmap
- Look for your mentors to support and challenge you
- Matrix and 1-1 Meetings minimum quarterly
- Prepare: Agenda, Questions, Reflections, Goals
- Solicit feedback on your behaviors/ style
- Continually assess progress
- **Most Important... Have fun!**

Mentoring is a two-way street.
You get out what you put in.