

# Mentoring

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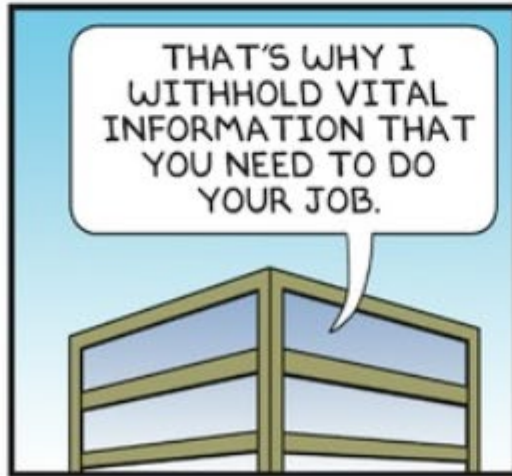
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# DILBERT



BY SCOTT ADAMS



# Ask yourself, are you a leader?

*“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.” - John Quincy Adams*

*“Innovation distinguishes between a leader and a follower.” - Steve Jobs*

*“Leadership and learning are indispensable to each other.”- John F. Kennedy*

*“It takes 20 years to build a reputation and five minutes to ruin it. If you think about that, you’ll do things differently.”- Warren Buffett*

*“You don’t have to hold a position in order to be a leader.”- Henry Ford*

*“True leadership stems from individuality that is honestly and sometimes imperfectly expressed... Leaders should strive for authenticity over perfection.”- Sheryl Sandberg*

# Are you a mentor?

"Before you are a leader, success is all about growing yourself. When you become a leader success is all about growing others." - *Jack Welch*

"A mentor is someone who allows you to see the hope inside yourself."- *Oprah Winfrey*

"What I think the mentor gets is the great satisfaction of helping somebody along, helping somebody take advantage of an opportunity that maybe he or she did not have." - *Clint Eastwood*

"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."- *Steven Spielberg*

"We make a living by what we get, we make a life by what we give."- *Winston Churchill*

# Myths about mentoring:

- 1. It needs to be face to face interaction**
- 2. Mentoring needs to be a long term commitment**
- 3. Mentors need to be older than the person they mentor**
- 4. Mentors need to be more experienced (years of service)**
- 5. Mentoring decreases productivity and increases costs**
- 6. The only person that benefits from mentoring is the person being mentored**
- 7. Safety/EHS/SHE has too much on their schedules to have time for mentoring programs**



# Focus:

A more informal association focused on building a two-way, mutually beneficial relationship for long-term career movement.

Think of mentoring as a joint venture!

Talk about it

## **Share Experiences as a mentor**

Why did you become a mentor?  
Who was your mentor?  
What did you learn from them?  
Was the experience good/bad?  
Share your experience

## **Share Expectation as a mentee**

Why did you become a mentee?  
Past experiences with mentors?  
What did you learn from them?  
Was the experience good/bad?  
What would be a good experience?  
Share your thoughts



## Role:

Talking *with* a person who has identified his needs prior to entering into a mentoring relationship. The emphasis is on active listening, providing information, making suggestions, and establishing connections.

There are three critical elements in the mentoring relationship:

- Respect
- Trust
- Listening

Establish boundaries of the mentor/mentee relationship



# Approach:

This is a self-directed modus operandi whereby participants have choices. This approach can begin with a self-matching process and continue throughout the relationship using a committed timeline to determine how often and where individuals will meet, identify goals, and so forth.

## Things to consider:

- Focus on experience, wisdom, past challenges.....not on answers.
- Don't be afraid to experiment, brainstorm, network, role play
- Mentor yourself, it can only help you better your skills/experiences

Successful mentoring begins with setting a contract for learning around which the mentor and the mentee are aligned: What do they want to achieve?







**"For the final phase of my mentoring program, I'm sending you up the creek without a paddle."**