

**Volume 27****What I'm hearing**

"The time I spent being mentored by our vice president was great. I wish they would give me another mentor like that this year."

**What it means**

Our time and attention is a gift we give. Yes, a gift!

Leaders often forget the impact that they have on people. I've observed that, when asked, most leaders are quite willing to spend time with someone, listen a little, and share some of their own experiences. It's often a welcome break from their packed schedules and decision-a-minute pace.

Mentoring works, especially with a specific goal in mind. It can work in a broader leadership program or standing alone, but it needs a development plan to drive the most effective outcomes for the individual and the organization.

**What you should do**FOR INDIVIDUALS IN SEARCH OF MENTORING:

This summer, I presented my [5 Tips for Managing Your Career and Performance](#). Tip #1 was "Own it."

1. **Own it.** Here are your choices: (1) Stay the course for the year, do your best in your role, and take learning as it comes. (2) Set some goals for yourself, make a commitment to achieve those goals, and find a path to achieving them. *If you choose (1), mentoring is probably not needed this year.*
2. **Find a mentor.** When you have some goals, leverage your network to find someone you respect professionally and has achieved some of the things you want to achieve. For example, if you're moving into a sales leadership role and want to transition from selling to leading a sales team, look for an experienced sales leader.
3. **Google it.** Advice for starting a mentoring relationship is plentiful. Find a couple of articles and you will become an expert. Use the advice when you approach potential mentors.
4. **Own it.** I have experienced both sides of this relationship — as a mentor and a mentee. The characteristics I look for in a mentee are a passion for personal growth *and* follow-through. As a mentor, I'm always surprised how much benefit I get out of the relationship.

FOR LEADERS:

I was involved in several employee surveys in 2013, and all three identified "investing in growth and development" as something people wanted more of. Providing support for your people in creating development plans for themselves is a great gift. Benefits of supporting the professional growth of your people include:

- Your people see you as someone who cares about their development.
- You connect with a valued colleague or leader in your organization and s/he helps you build your business by developing a key team member.
- Your budget impact is a few lunches.

What's the ROI of mentoring to your organization? A big number that will make your CFO smile.

Interested in becoming more intentional about developing your people? Are you seeing business goals that make you wonder whether you have the right team to get there? Making a connection — from development-planning to mentoring — could be a part of the answer. **This is a conversation I always look forward to having, and this is a great gift to give. Contact me.** [Scott@thetrugroup.com](mailto:Scott@thetrugroup.com)

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