

1. Record Nr.	UNINA9910459907903321
Autore	Zachary Lois J.
Titolo	Starting strong : a mentoring fable // Lois J. Zachary, Lory A. Fischler
Pubbl/distr/stampa	San Francisco, California : , : Jossey-Bass, , 2014 ©2014
ISBN	1-118-76805-1 1-118-76790-X
Edizione	[1st edition]
Descrizione fisica	1 online resource (229 p.)
Disciplina	658.3/124
Soggetti	Mentoring in business Corporate culture Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"Strategies for Success in the First 90 Days."
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Starting Strong: A Mentoring Fable; Copyright; Contents; Foreword; Introduction; How to Use This Book; What You'll Find in the Fable; What You'll Find in the Conversation Playbook; A Personal Invitation to Mentoring; Part One: The Fable; The Week Before: Questions Before We Start; Digging Deeper; The First Meeting: Powering Up; Digging Deeper; The Second Meeting: Taking Care of Business; Digging Deeper; The Third Meeting: Let's Get Real; Digging Deeper; The Fourth Meeting: Sorting It Out; Digging Deeper; The Fifth Meeting: Straight Talk; Digging Deeper; The Sixth Meeting: Holding Up a Mirror Digging Deeper Epilogue: Five Years Later; Cynthia's and Rafa's Advice for Mentors and Mentees; What Cynthia Learned from Mentoring Rafa; What Rafa Learned from Cynthia; Part Two: The Mentoring Conversation Playbook; Moving the Conversation from Monologue to Dialogue; The Five Levels of Conversation; Level 1: Monologue; Level 2: Transaction; Level 3: Interaction; Level 4: Collaborative Engagement; Level 5: Dialogue; Strategies for Good Conversation; Ask Open-Ended Questions; Listen Actively; Strategies for Listening Actively; Listening Actively During Virtual Conversations Clarify Understanding Six Essential Mentoring Conversations; Conversation 1. Building a Relationship; Strategies for Success; Probing

Questions; Are You Ready for Conversation 2?; Conversation 2. Establishing Mentoring Agreements; Strategies for Success; Probing Questions; Are You Ready for Conversation 3?; Conversation 3. Moving from Starter Goals to Smarter Goals; Strategies for Success; Probing Questions; Are You Ready for Conversation 4?; Conversation 4. Creating Learning Opportunities; Strategies for Success; Probing Questions; Are You Ready for Conversation 5? Conversation 5. Managing Stumbling Blocks Strategies for Success; Probing Questions; Are You Ready for Conversation 6?; Conversation 6. Checking In on Progress; Strategies for Success; Probing Questions; Afterword: Starting Strong, Moving Forward; Suggested Reading; Acknowledgments; About the Authors; Advertisement; End User License Agreement

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Sommario/riassunto

"Story is a very powerful way to exemplify concepts and show the dynamics and issues involved in relationships. In this mentoring fable, Zachary and Fischler use the story of an incipient mentoring relationship and its possibilities, problems, and pitfalls to bring their suggestions for best practices to life. The first 90 days of a mentoring relationship are relatively fragile; as both mentor and mentee proceed uncertainly, they may not know how to create the ingredients that are crucial to its success: building trust, finding their comfort zones (and having the courage to leave them), setting up productive regular meetings and conversations, dealing with power dynamics, setting goals, and keeping momentum going. While the fable offers tools and skills that can be applied to any mentoring relationship, Zachary and Fischler also provide a conversation playbook for new mentoring relationships, with guidance for establishing a mentoring relationship and keeping it strong"--

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