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Nota di bibliografia	Includes bibliographical references and indexes.
Nota di contenuto	Introduction -- The roots and meaning of mentoring / Belle Rose Ragins and Kathy E. Kram -- Mentoring research: past, present, and future -- The role of personality in mentoring relationships: formation, dynamics, and outcomes / Daniel B. Turban and Felissa K. Lee -- Mentoring and career outcomes: conceptual and methodological issues in an emerging literature / Thomas W. Dougherty and George F. Dreher -- Mentoring as a forum for personal learning in organizations / Melenie J. Lankau and Terri A. Scandura -- Mentoring relationships from the perspective of the mentor / Tammy D. Allen -- Mentoring and leadership: standing at the crossroads of theory, research and practice / Veronica M. Godshalk and John J. Sosik -- Mentoring and

organizational socialization: networks for work adjustment / Georgia T. Chao -- Gender and mentoring: issues, effects, and opportunities / Carol McKeen and Merridee Bujaki -- Unfinished business: the impact of race on understanding mentoring relationship / Stacy D. Blake-Beard, Audrey Murrell, and David Thomas -- Formal mentoring programs: a "poor cousin" to informal relationships? / S. Gayle Baugh and Ellen A. Fagenson-Eland -- Peer mentoring relationships / Stacy E. McManus and Joyce E.A. Russell -- E-mentoring: next generation research strategies and suggestions / Ellen A. Ensher and Susan Elaine Murphy -- Understanding relational problems in mentoring: a review and proposed investment model / Lillian T. Eby -- Mentoring theory: applying new lenses and perspectives -- Developmental initiation and development networks / Monica C. Higgins, Dawn E. Chandler, and Kathy E. Kram -- Stone center relational cultural theory: a window on relational mentoring / Joyce K. Fletcher and Belle Rose Ragins -- A constructive-developmental theoretical approach to mentoring relationships / Eileen M. McGowan, Eric M. Stone, and Robert Kegan -- The role of emotional intelligence in the mentoring process / Cary Cherniss -- Mentoring for intentional behavioral change / Richard E. Boyatzis -- Career cycles and mentoring / Douglas T. Hall and Dawn E. Chandler -- Mentoring enactment theory: describing, explaining and predicting communication in mentoring relationships / Pamela J. Kalbfleisch -- Mentoring and the work-family interface / Jeffrey H. Greenhaus and Romila Singh -- Mentoring in practice: programs and innovations -- Advancing women through the glass ceiling with formal mentoring / Katherine Giscombe -- Designing relationships for learning into leader development programs / Cynthia D. McCauley and Victoria A. Guthrie -- The practice of mentoring: MENTTIUM Corporation / Lynn P-Sontag, Kimberly Vappie, and Connie R. Wanberg -- Blind dates: the importance of matching in successful formal mentoring relationships / Stacy D. Blake-Beard, Regina M. O'Neill, and Eileen M. McGowan -- An international perspective on mentoring / David Clutterbuck -- Integration -- The landscape of mentoring in the 21st century / Kathy E. Kram and Belle Rose Ragins -- Name index -- Subject index -- About the authors -- About the contributors.

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## Sommario/riassunto

This handbook is an essential reference for understanding the key debates and issues facing mentoring scholars and practitioners, and provides a theory-driven road map to guide future research and practice in the field of mentoring.

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