

# Lead Ohio Inspirational Leaders Mentoring Town Hall

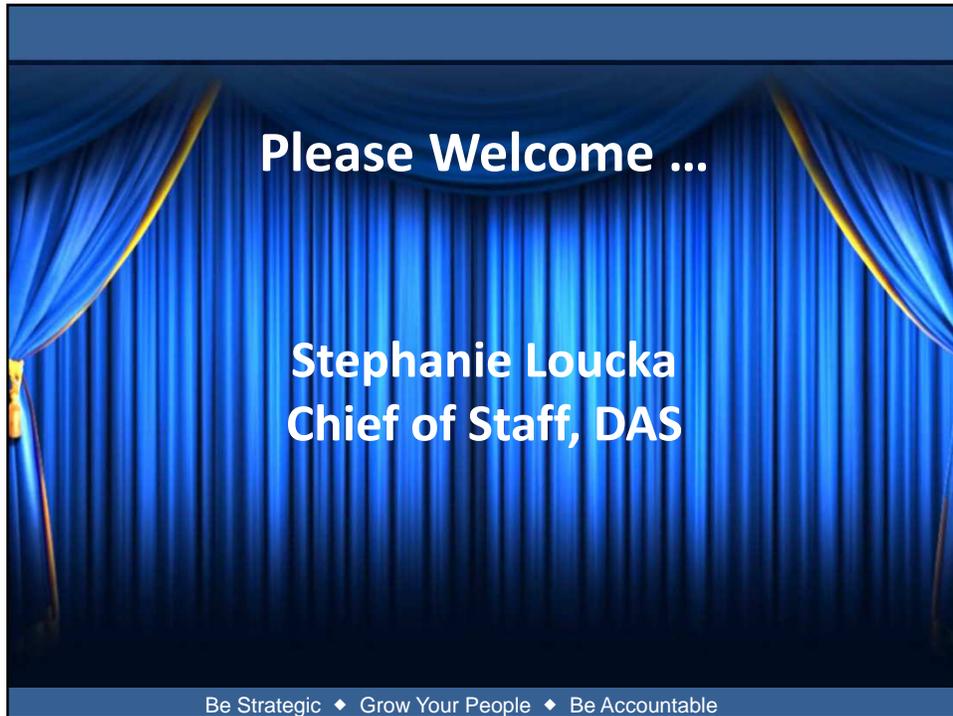
July 12, 2016

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Please Welcome ...

Kevin Milstead  
HRD Deputy Director, DAS

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**Please Welcome ...**

**Stephanie Loucka**  
**Chief of Staff, DAS**

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**Please Welcome ...**

**Mona Reed**  
**Director of Administration**  
**Governor's Office**

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## Strategic Leadership Vision: Lead Ohio



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## Please Welcome ...

**Debora Branham**  
**LPD Administrator**  
**Office of Talent Management, DAS**

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## Mentoring

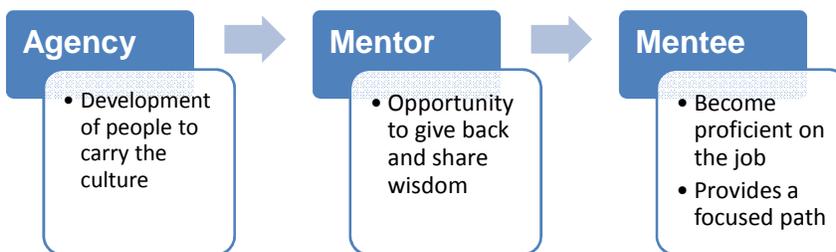


A talent development strategy to enhance skills and competencies in order to improve performance and build professional capabilities.

*Source: ATD's Best On Mentoring*

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## Why Mentor?



*Source: ATD's Best On Mentoring*

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## Mentoring and Engagement

“Mentoring is one method that can tip the scales on employee engagement by fostering lasting relationships among employees, promoting career development, and facilitating the transfer of knowledge.” (SHRM 2005)

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## Links between Mentoring and Employee Engagement

**Building Relationships**

**Promoting Employee Performance**

**Sense of Value and Belonging**

**Transfer and Critical Exchange of Knowledge**

**Enhanced Communication**

*Source: Trends in employee engagement and what role mentoring plays*

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## Successful Mentoring Programs

BEST  
PRACTICE



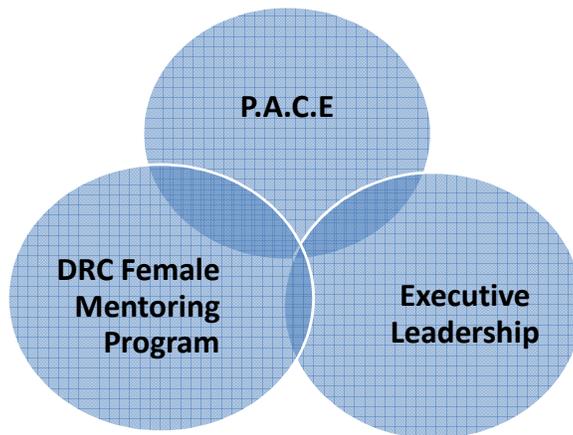
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Please Welcome ...

Ed Banks  
Managing Director of  
Organizational Development, DRC

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## Successful Mentoring Programs



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## Professional Alliance of Correctional Employees (P.A.C.E.)



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## Origin of P.A.C.E



Designed to promote a positive work environment for correctional employees by fostering both personal and professional development through mentorship.

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## Program Objectives

- To promote mobility.
- To provide opportunities to gain needed experience and knowledge for advancement.
- To aid in increasing employee morale, retaining employees in the job force and helping to recognize talents and goals of employees.

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## Mentorship Outcomes



*“The PACE program allowed me to experience situations that I would have never witnessed on my current job”*

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## Executive Leadership



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## Program Overview



Focus on skills and abilities of agency's future leaders.

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## Eligibility Requirements

Who can participate?



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## Program Objectives



Minimum of 32 documented hours of mentoring experience between protégé and prominent department mentor

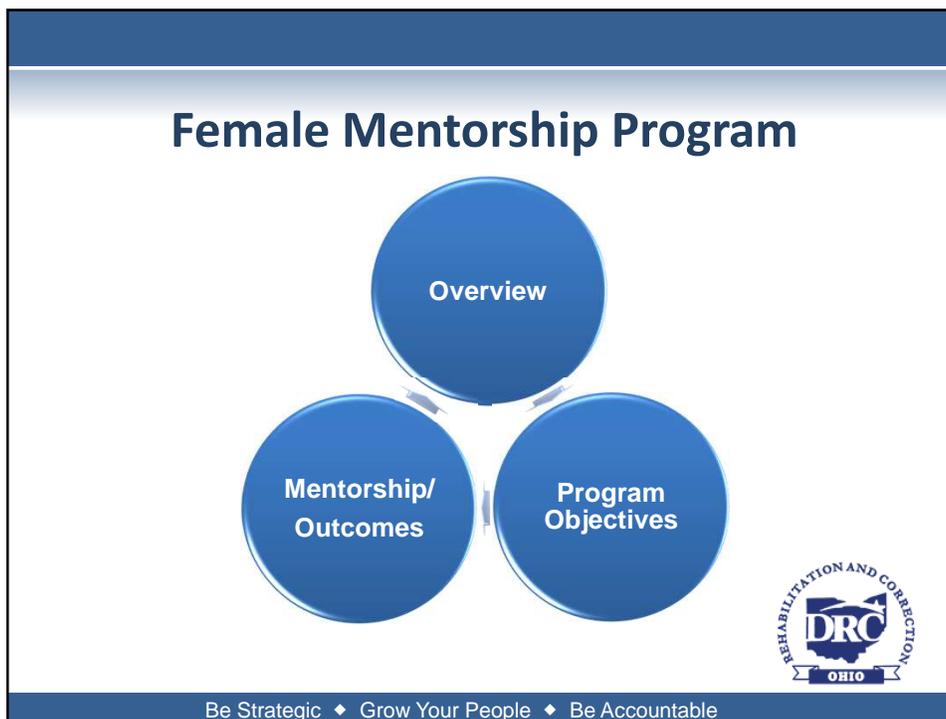
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## Mentorship Outcomes

Building the capacity of upcoming leaders



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## Program Overview

- Mentors and protégés complete a mentorship training prior to the six month commitment of the program.
- Mentors and protégés will meet once a month for eight hours.
- Protégés are encouraged to attend a self-development seminar of their choice.

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## Program Objectives

Structured setting where female employees receive assistance in job preparedness, career enhancement and professional development by learning about DRC from experienced, seasoned staff.



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*"I could not be more thankful to have been a part of this program. Had I not had this chance to spend quality time with an individual who understood and believed in me I probably would still be stuck and stagnant not only in my career choices but in life as well."*

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## Mentorship Outcomes



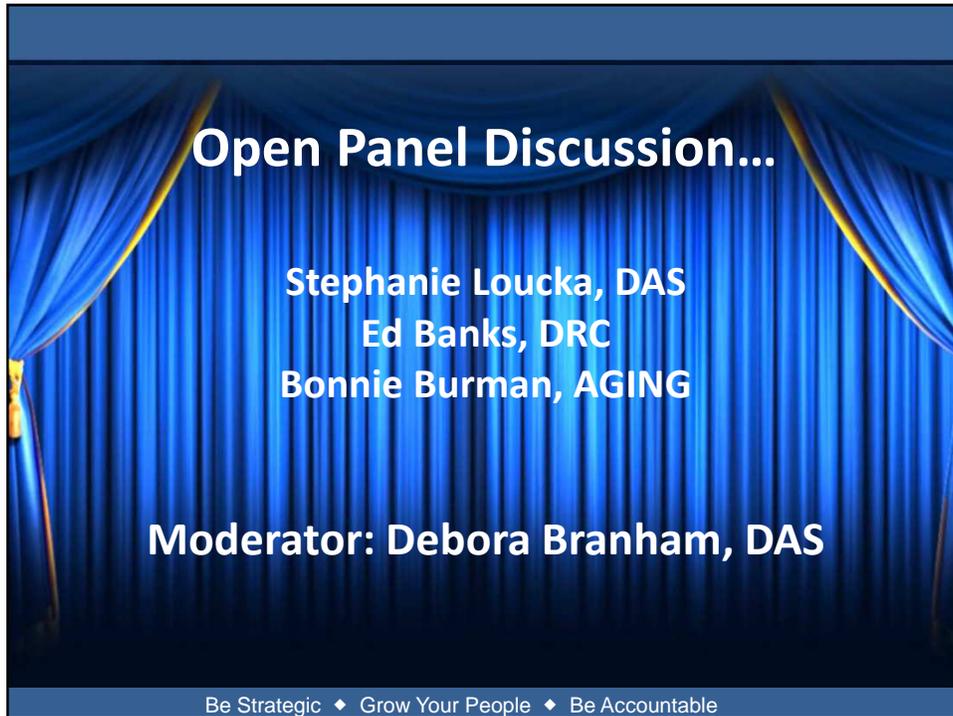
*“This has been an awesome experience. My protégé is focused and driven to succeed. Keep the program going.”*

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**Please return from break in  
five (5) minutes**

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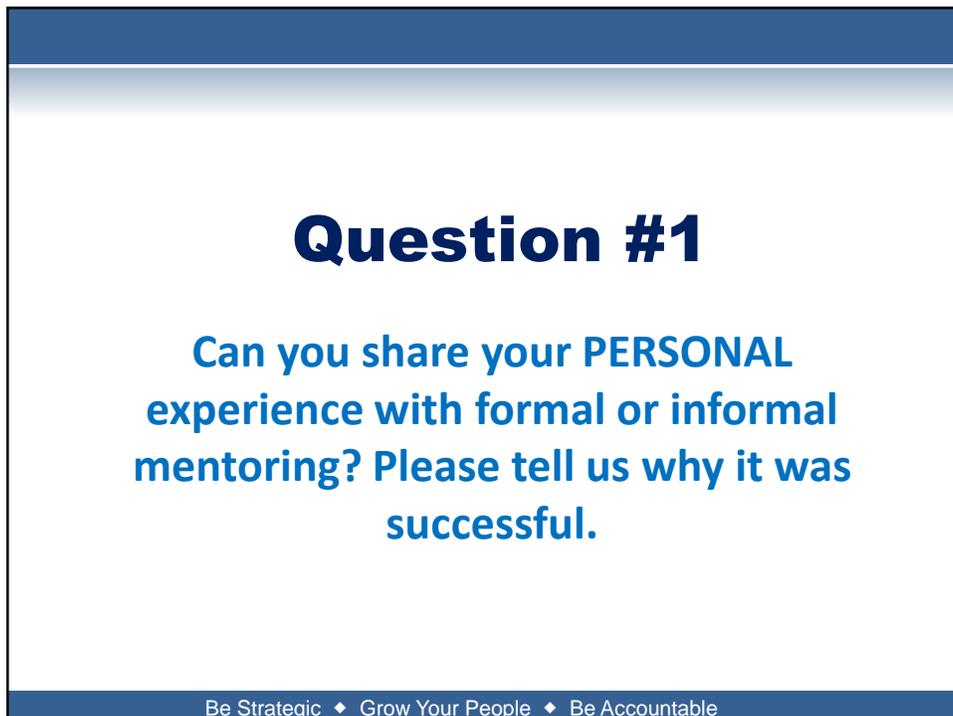
A stage with blue curtains and a dark blue background. The text is centered on the stage.

**Open Panel Discussion...**

**Stephanie Loucka, DAS**  
**Ed Banks, DRC**  
**Bonnie Burman, AGING**

**Moderator: Debora Branham, DAS**

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A white background with a blue header and footer. The text is centered.

**Question #1**

**Can you share your PERSONAL experience with formal or informal mentoring? Please tell us why it was successful.**

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## **Question #2**

**What are your thoughts on assigning each new employee a PEER mentor or SOMEONE OTHER THAN THE IMMEDIATE SUPERVISOR?**

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## **Question #3**

**What is YOUR perspective as to whether mentoring can IMPACT an organization's culture (i.e., relationships, values, performance, or employee ENGAGEMENT)?**

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## **Question #4**

**What strategies do you find helpful in mentoring or improving mentoring in your agency?**

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## **Question #5**

**Should all supervisors be mentors?**

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**Audience  
Question & Answer Session**

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**Please Welcome ...**

**Julia White**  
**Training Program Manager**  
**Office of Talent Management, DAS**

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## What is Modern Mentoring?

The diagram illustrates the shift from traditional to modern mentoring. On the left, 'Traditional' mentoring is depicted with two people sitting at a table, a calendar icon labeled 'Month', and the text: 'Fixed', 'Face-to-face', 'Long-term'. On the right, 'New' mentoring is shown with a person at a desk, a calendar icon labeled 'Month', and three people standing together. The text below reads: 'Fluid', 'Virtual', 'Flexible-term'. A dashed vertical line separates the two models. A small '©River' logo is visible near the bottom right of the diagram.

*Source: ATD's Best On Mentoring*

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## Modern Mentoring...

Collaborative	Equalitarian	Flexible
Virtual	Self-directed	Goal-focused

*Source: ATD's Best On Mentoring*

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## Roadmap to Modern Mentoring

<b>Instructor Led Course</b>	<ul style="list-style-type: none"><li>• Available as a learning options for Inspirational Leaders pilot learners.</li><li>• 4 hours- July 2016.</li></ul>
<b>What you will learn</b>	<ul style="list-style-type: none"><li>• Understand the difference between coaching and mentoring.</li><li>• Identify the fundamental elements of modern mentoring.</li><li>• Discuss how to leverage technology in modern mentoring.</li><li>• Examine your role in supporting mentoring in your agency.</li></ul>
<b>Who should attend</b>	<ul style="list-style-type: none"><li>• Anyone interested in creating a collaborate learning environment.</li><li>• Managers who are interested in connecting people across an agency to share critical skills and knowledge.</li><li>• Anyone interested in mentoring others in an informal, open and short-term relationship focused on increasing results.</li></ul>
<b>Example of Modern Mentoring</b>	<ul style="list-style-type: none"><li>• DAS expects to launch pilot this fall</li><li>• Online resources, tools and templates</li></ul>

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## Certificate of Completion Presentation

**Kevin Milstead, DAS  
HRD Deputy Director  
Terri Vetter, DAS  
Training Program Manager**

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## Wrap-up / Closing



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