EXPLORING THE IMPACT OF MENTORSHIP ON LEADERSHIP PROGRAMS
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- Intentional programs
- Theoretically based concepts of leadership
- Key component: Mentorship
INTENTIONAL PROGRAMS
THEORETICALLY BASED CONCEPTS

- **Transfer climate**
  - Environment, support, training (Blume, Ford, Baldwin, & Huang, 2010)

- **Benefit of development and training**
  - Interpersonal skills, broadened perspectives (Solansky, 2010)

- **Experience**
  - Confidence, exposure (Collins & Holton, 2004)
MENTORSHIP

- 1-on-1 relationship
  - Experienced with non experienced (Mullen, 1994)

- Time-honored method
  - sharing, encouraging, networking (Lary, 1998)

- Allows mentees to observe (Kuyper-Rushing, 2001)
ESSENTIAL QUALITIES OF MENTORSHIP

- Coaching
  - Empowering the mentee (Solansky, 2010)

- Model of a continuous learner
  - “once you stop learning, you start dying” ~ Albert Einstein

- Communicate hope and optimism
ESSENTIAL QUALITIES OF MENTORSHIP

- Committed to the role of mentoring
  - It is an investment

- Accepting of the beginner
  - Listening is important

- Skilled at providing support
  - Be resourceful
CONCLUSIONS

- Effective leadership can be taught
  - Adequate and appropriate resources

- Mentorship
  - One of the key component

- Best chance of a positive outcome
  - Mentorship at the core
THANK YOU

Questions?