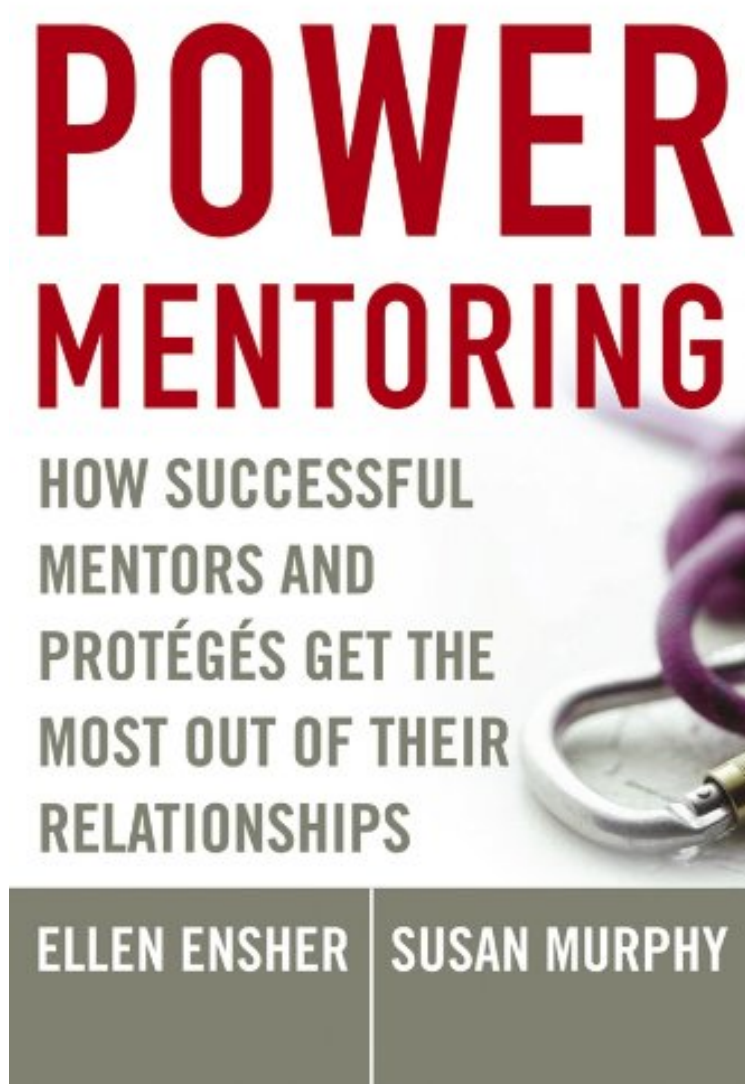


(Free pdf) Power Mentoring: How Successful Mentors and Proteges Get the Most Out of Their Relationships

Power Mentoring: How Successful Mentors and Proteges Get the Most Out of Their Relationships

Ellen A. Ensher, Susan E. Murphy

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Ellen A. Ensher, Susan E. Murphy : Power Mentoring: How Successful Mentors and Proteges Get the Most Out of Their Relationships before purchasing it in order to gauge whether or not it would be worth my time, and all praised Power Mentoring: How Successful Mentors and Proteges Get the Most Out of Their Relationships:

1 of 1 people found the following review helpful. Great book, but too long By David Russell This is a great book. Their points expand upon what I have recommended as Coach: Do Not Play in my Success With People system (and book). I recommend the book, just be prepared to scan at certain times because it seems they could have made many points in

fewer words. 2 of 2 people found the following review helpful. Vivid and compelling! By Shefali Dua

A quote from the book "Nobody makes it alone. Nobody has made it alone. And we are all mentors to people even when we don't know it" Power Mentoring is about helping you gain more fulfillment at work by showing you how to actively develop and improve your relationships with others there, and in doing so gain all of the career outcomes that you have always imagined. It is a two way street where the mentor and protege both gain. Why Mentoring? People with mentors or protege gain by making more money than those without, Greater job satisfaction, Get Promoted more often, Greater mobility, Better work-family balance; Friendship, Exposure to excellent role models, Enhanced self-confidence, New insight into different areas of the business, Encouragement and inspiration, New ideas and a fresh perspective and always have contagious energy around them

Ellen describes the different types of Mentoring:

1. Traditional mentor: Grooms for long term success a particular organization
2. Boss mentor- Groom or be groomed as a successor
3. Reverse mentor- Gives younger generation political savvy and professional knowledge, and give the older generation fresh ideas and new skills
4. An e-mentor: Ability to multitask in mentoring
5. A group mentor: Provides access to busy executives
6. A mentor for hire: You get what you pay for can be efficient and task specific
7. An inspirational mentor: Provides a vision, identity, and sense of purpose
8. A family-member mentor: Offers self-esteem from an early age
9. A barrier-busting mentor can offer a fresh perspective on your industry
10. Peer mentors: Very useful because least stressful to connect with
11. A mentor of the moment: Terrific mentors often appear just when you need them most, yet have the least time to develop the relationship.

Key points to maintain mentoring relationships

1. Recognize the drivers of change for today's mentoring relationships.
2. Broaden your definition of mentoring
3. Expand your assumptions about mentor and protege benefits.
4. Get plugged into successful mentoring lineages if possible.
5. Recognize the importance of different mentoring philosophies.
6. As a protege, you play a much bigger role in determining the type of mentoring relationship that works for you.
7. Utilize goal setting or self-awareness to maximize mentoring relationships.
8. Be prepared for the tests that might occur in your relationships.
9. Develop great relationship skills.
10. Recognize defining moments. The key is to realize that these moments represent an opportunity for a turning point in the relationship.

2 of 2 people found the following review helpful. Fundamentally flawed. By Travis Hull

This book fails to justify itself. It spends the first two chapters talking about how much better "power mentoring" is than "traditional mentoring", but then cites almost all of its examples from "traditional mentoring" situations. It's like someone decided to write a book to show how much better white wines are than red, and then started listing really good vintages of Merlot. They try to skirt this issue by making a strawman out of "traditional mentoring" then simultaneously claiming that some "traditional mentoring relationships" are actually "power mentoring relationships"

The message to take away from this book isn't that "power mentoring" is the best way to mentor, but rather that "traditional mentoring" programs are sometimes hit-or-miss but they can be effective if the right people make it a priority. In addition to being flawed in it's premise and execution, it also fails to be informative on a practical level. One could almost think of the book as a treatise on the "philosophy of mentoring", rather than a functional paradigm for actual mentoring. Also very poorly edited, lots of textual padding that added nothing. Skip it.

Written to reflect the realities of today's business environment, Power Mentoring is a nuts-and-bolts guide for anyone who wants to create a connection with a protege; or mentor, or to improve a current mentoring relationship. Filled with illustrative examples and candid insights from fifty of America's most successful mentors and protege;s, Power Mentoring unlocks the secrets of great mentoring relationships and shows how anyone (including those who are well established in their careers, or those who are just starting out) can become a successful mentor or protege;. Based on compelling interviews from Ellen Ensher and Susan Murphys own research, this important resource explains what it takes to develop a "power mentoring" network consisting of a variety of mentors across a range of organizations and industries. The authors provide strategies for establishing such power mentoring relationships, outline the best practices, and offer insights from mentors and protege;s in a variety of fields including technology, politics, and the media.

"...provides a useful snapshot of the issues, dramas and special challenges women and minorities face in the modern workplace..." (getAbstract, August 2006) "A wonderfully useful and readable book about the underacknowledged significance of mentoring." --Warren Bennis, author, On Becoming a Leader, and coauthor, Geeks and Geezers "There are few career relationships as pivotal as the one with a mentor. This wonderful book takes readers deep into the chemistry of the best of these. Full of compelling stories to illustrate its lessons, it is a treasure trove of insights. --Jay A. Conger, Kravis Professor of Leadership, Claremont McKenna College, and author, Building Leaders "All successful people have someone in their life who helps them at various stages in their development. In Power Mentoring, one finds close-up examples of how mentoring has played an important part leading to individual success. This is one of the most important books on the subject of mentoring to be written in years." --Henry R. Kravis, founding partner of Kohlberg Kravis Roberts Co. "Power Mentoring adeptly bridges the academic-practitioner divide by providing practical advice that is firmly grounded in academic research and the authors own interviews with an amazing array of power mentors and their protege;s. The result is a compelling, accessible, and

engaging account of how to create, nourish, and flourish effective mentoring relationships. The book brings mentoring to life, and the reader quickly becomes captivated by the stories, accounts, and narratives of Power Mentoring. From Oprah to Spielberg to Welch--who can resist reading this book?" --Belle Rose Ragins, professor of management, University of Wisconsin-Milwaukee, and coauthor, *Mentoring and Diversity: An International Perspective* "Mentoring is so important for any leader, small business owner or entrepreneur--this book is a must-read!" --Charles Segars, head, Fine Living Cable Network, and executive producer of the movie *National Treasure*

From the Inside Flap
POWER MENTORING Many of the world's most notable people, including Bill Gates and Bill Clinton, have credited mentoring as a major factor in their success. Despite the obvious benefits of mentoring, the traditional models have failed to keep up with trends in today's business world. Mentoring programs based on career longevity with one organization no longer reflect what's really happening. Written to reflect the realities of today's business environment, *Power Mentoring* is a nuts-and-bolts guide for anyone who wants to create a connection with a protee; or mentor, or to improve a current mentoring relationship. Filled with illustrative examples and candid insights from fifty of America's most successful mentors and protees, *Power Mentoring* unlocks the secrets of great mentoring relationships and shows how anyone (including those who are well established in their careers, or those who are just starting out) can become a successful mentor or protee. Based on compelling interviews from Ellen Ensher and Susan Murphy's own research, this important resource explains what it takes to develop a "power mentoring" network consisting of a variety of mentors across a range of organizations and industries. The authors provide strategies for establishing such power mentoring relationships, outline the best practices, and offer insights from mentors and protees in a variety of fields, including technology, politics, and the media. Included is advice from notables such as Bob Wright, vice chairman and executive officer of General Electric and chairman and chief executive officer of NBC Universal General Lee Butler, former commander of U.S. nuclear forces Rosario Marin, 41st treasurer of the United States Leeza Gibbons, executive producer and Emmy Award-winning television personality Larry Carter, senior vice president, office of the president, and former chief financial officer, Cisco Systems, Inc. *Power Mentoring* includes practical suggestions and advice for applying the lessons learned from successful mentoring relationships and shows how to create an individualized Relationship Development Plan.