



**mandag**morgen  
**BUSINESSKVINDER**

## Introduction to mentoring

March 25, 2019

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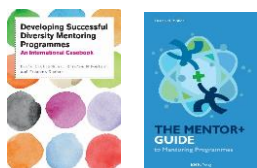
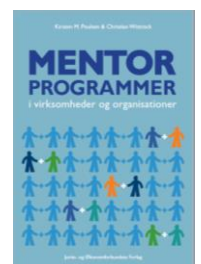
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### Kirsten M. Poulsen International expert in mentoring



Direktør og partner  
KMP+ House of Mentoring

- Author and management consultant – designing and delivering high impact mentoring programmes for leadership and talent development.
- Founder of KMP+ House of Mentoring in the year 2000.
- More than 25 years of experience developing people and organisations internationally.
- External Professor at Copenhagen Business School.
- MBA from IESE Business School, Barcelona, Spain.
- Clients
  - Danfoss, Danske Bank, Novo Nordisk, Accura, Airbus, NATO, GN Store Nord...
  - Finansforbundet, CA a-kasse, IDA ...
  - CBS, universiteterne i Oslo, Brighton, Aalborg, Malmø...



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## Formål

- Introduction to modern mentoring
- Insight into the dynamics of mentoring
- Solid start for a successful mentoring relationship

## Program

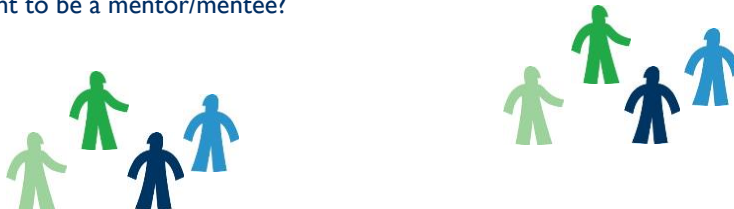
- Explore the meaning of mentoring
- Modern mentoring
- Career navigation – important career topics
- Mentor+Game – in groups explore mentoring
- Recap and next steps



”Grønspættebogen for mentor og mentees 😊

## In groups

- Round of presentation
  - Name, job, company
  - Mentor/mentee experience
- How do I define mentoring?
- Why do I want to be a mentor/mentee?



## Definition?

**Mentoring – mentor knows best!**



**Only focus on mentee's learning**

## Modern mentoring – a mutual, collaborative learning process

Mentoring is a learning partnership between two people with different levels of experience, where both can achieve new learning, new insights and personal growth.

Mentoring creates synergy between two people.



**Focus on mentees AND on mentors!**

## Udbytte for mentees...

- Personlig udvikling
- Faglig udvikling
- Karriereudvikling
- Kulturforståelse
- Work/life-balance
- Afklaring af værdier omkring liv og arbejdsliv
- Indsigt i egen motivation for karriere
- Bygge netværk



## Udbytte for mentorer...

- Udvikling af leder- og samarbejdskompetencer
- Udfordre sine antagelser om andre
- Indsigt i andres (andre generationers) motivation og ambitioner for udvikling og karriere
- Indsigt i andre virksomheder, brancher og jobs
- Øget indsigt i egne talenter og kompetencer
- Nye idéer til egen karriereudvikling og netværk
- Tid til refleksion
- Glæden ved at give og medvirke til at se andre vokse



## The two basic roles of the mentor



- **Role model** – demonstrates personal and professional skills and values.



- **Facilitator** – makes learning easier, using the 10 situational mentor roles.

## Mentor's Many Roles - Situational Mentoring

<b>Storyteller</b>	Tells stories for inspiration.
<b>Discussion partner</b>	Enters into discussions and challenges mentee.
<b>Advisor</b>	Gives expert advice.
<b>Knowledge sharer</b>	Shares professional knowledge when needed.
<b>Coach</b>	Asks questions that leads to new insights.
<b>Critic</b>	Gives constructive feedback.
<b>Networker</b>	Supports mentee in developing and using networking.
<b>Door opener</b>	Opens doors and gives references.
<b>Sponsor</b>	Guides mentee in relation to his/her career.
<b>Friend</b>	Encourages and supports mentee.





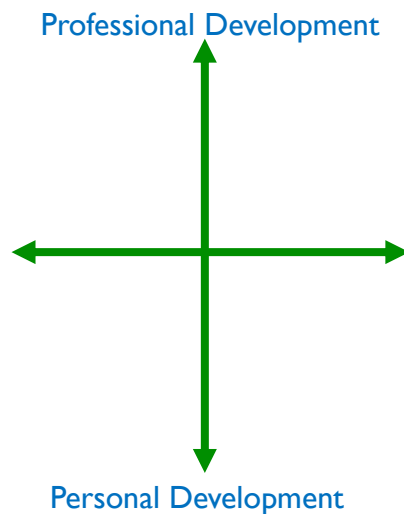
- Learn about the 10 situational mentor roles.
- See the mentoring conversation from the mentor's perspective.
- To identify potential topics for the mentoring conversations.

## Mentoring Compass

### Mentee knows best

#### *Less directive roles*

1. Knowledge Sharer
2. Storyteller
3. Networker
4. Friend
5. Coach

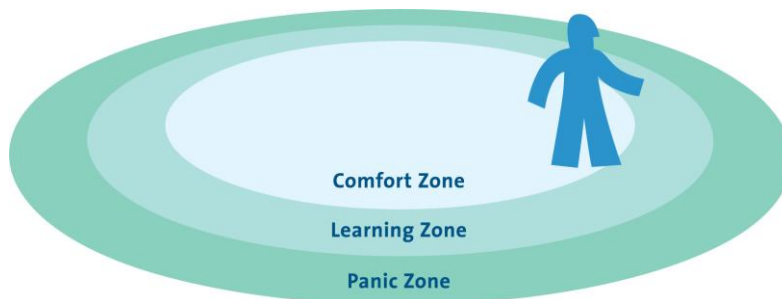


### Mentor knows best

#### *More directive roles*

6. Advisor
7. Discussion Partner
8. Door Opener
9. Critic
10. Sponsor

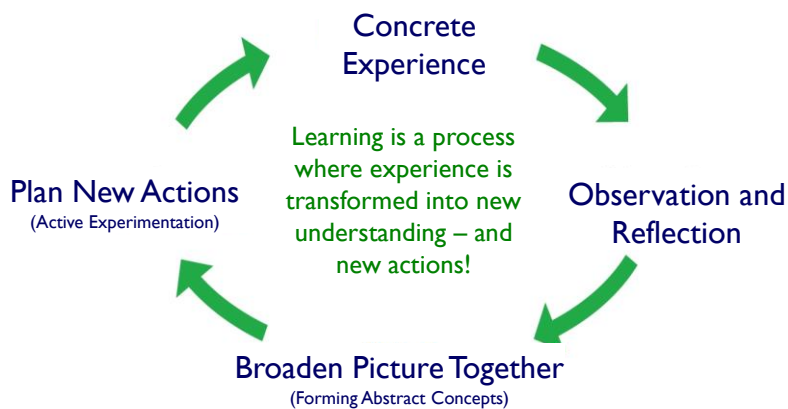
## Entering the learning zone...



**If we always do what we have always done.  
We'll always get what we have always got.**

## The experiential learning process

- "Learning is the process where experience is transformed into new understanding."  
– and new actions! David Kolb



**Workbook page 9**



## Carreer Succes ???

Topics for mentoring



## Intelligent Career – Career Navigation

Career success is subjective and based on

- **Knowing why you work** – your values, priorities, motivation, identity etc.
- **Knowing how you work** – your talents, strengths, knowledge, skills, learning style etc.
- **Knowing with whom you work** – your network, formal and informal relationships, friends, family, your reputation, alliances etc.

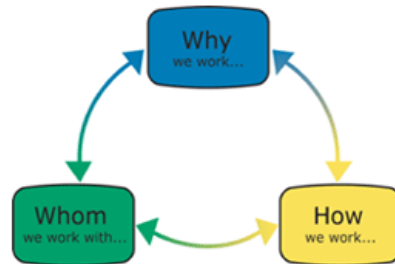


Source: Michael B. Arthur



## Good questions?

- Where is your focus right now in your career?
- How is this influencing your career – positively or negatively?
- Which focus area would bring you most benefits if you changed your focus?



## Investing in "Why"

- My most important values
  - Have they changed over time?
  - Will they change again?
- Why do I want a (leadership) career?
- What is important for me to feel that I have a successful life – in regards to my private life and my career?



## Investing in "Whom"

- Who are the most important stakeholders in your life and career, and where should you make your work, your efforts and your results more visible?
- What do you need to do to develop your network and build relationships to make you more visible in the right places?
- Who are your career competitors internally in your organisation? Externally?



## Investing in "How"



How do I invest my time	Right now % of my time	My goal % of my time
Tasks that I am competent to do but which other people can do as well as I can?		
Tasks where I really apply my talents and create extraordinary results?		
Tasks where I can learn, develop my talents and increase my skills?		

## Critical Success Factors in your career

- Self insight
- Learning agility



## Next steps Mandag Morgen Mentoring Program

- We match based on filled in matching forms and strengths/development forms.
- We will contact mentor to ensure a good match, before we inform mentee.
- The programme includes 6 month of 5-6 mentoring conversations in the pairs.
- We start new programmes 2 times per year.
- We cannot guarantee that all will be matched.
  
- **Deadline April 12 for sending your applications to KMP+ House of Mentoring.**
- **The matching process will take approx. 2 weeks.**



Kirsten M. Poulsen

Thank you for now 😊



- **KMP+ House of Mentoring** was established in year 2000.
- We design and deliver state-of-the-art mentoring programmes based on in-depth research and good practice and we remain committed to continuously expanding our knowledge to ensure corporate development initiatives have optimal outcomes – for participants as well as for their organisations.
- With the KMP+ tools and concepts, we increase the impact of leadership and talent development for our clients in a wide range of sectors worldwide.
- Follow us on LinkedIn: KMP+ House of Mentoring
- Sign up for our newsletter at [www.house-of-mentoring.com](http://www.house-of-mentoring.com)

**MENTOR+PROGRAMMES**

**MENTOR+UNIVERSE**

**MENTOR+GAME**

**MENTOR+SURVEY**

**BUSINESS+MENTOR TRAINING**

**EXECUTIVE BUSINESS+MENTOR**