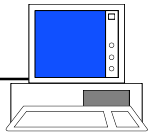
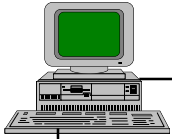


The Mentoring Process



Bill Slater
President, ISOC-Chicago
July 25, 2001

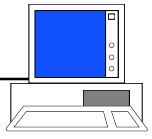
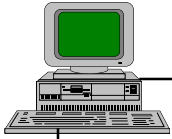




Agenda

- **What is mentoring?**
- **What mentoring is not**
- **What is a mentor?**
- **Desirable characteristics of a mentor**
- **What is a protégé?**
- **Desirable characteristics of a protégé**
- **Real-life mentoring**
- **How do we implement this in CCS and be successful?**
- **Call for volunteers**
- **My Personal Experiences in Mentoring**
- **Conclusion**

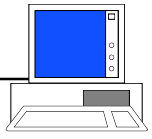
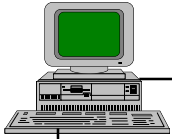




What Is Mentoring?

- **Mentoring is the act of providing guidance, wisdom, knowledge, and support in a manner in which a protégé can receive it and benefit from it.**

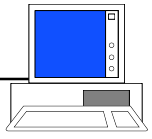
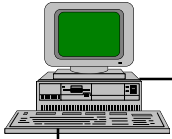




What Mentoring Is Not

- **Mentoring is not doing a protégé's work for them; nor is it accepting responsibility for the things that they alone are responsible for.**
- **Mentoring is also not a process of giving and then being indifferent to the growth, experiences and success of the protégé. The mentor, by definition, must be interested and involved.**





Benefits of Mentoring

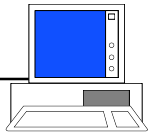
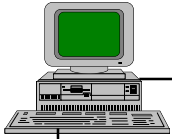
Mentor

- **Satisfaction of knowing that you made a difference**
- **An opportunity to make a friend for life.**
- **The creation of a possible resource which may help when the work gets too great.**
- **The possibility of having some you, too, can learn something from.**

Protégé

- **The opportunity for tremendous growth and learning in a friendly, supportive relationship.**
- **An opportunity to make a friend for life.**
- **An opportunity to learn an area well enough and the mentoring process well enough that you too can mentor people.**

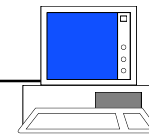
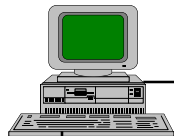




What Is a Mentor?

- **A mentor is someone who can patiently assist with someone's growth and development in a given area.**
- **This assistance may come in the form of advice, guidance, teaching, imparting of wisdom and experience, etc.**

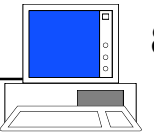
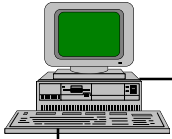




Desirable Characteristics of a Mentor

- **Available**
- **Patient**
- **Wise**
- **Knowledgeable**
- **Understanding**
- **Good communicator**
- **Able to teach**
- **Willing to work hard**
- **Loyal**
- **Honest**
- **Trustworthy**
- **Sense of integrity**

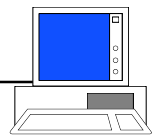
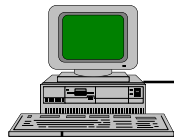




What Is a Protégé?

- **A protégé is someone in a mentor-protégé relationship who is need of mentoring and eager to learn and grow.**

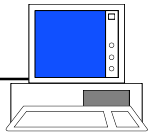
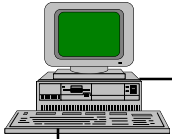




Desirable Characteristics of a Protégé

- **Available**
- **Teachable**
- **Eager to learn**
- **Good communicator**
- **Energetic**
- **Willing to work hard**
- **Loyal**
- **Honest**
- **Trustworthy**
- **Sense of integrity**

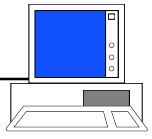
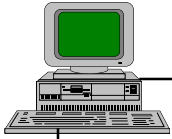




Real-life Mentoring

- **I have had about seven really good mentors. See <http://billslater.com/mentors.htm>**
- **You can see some of my protégés at <http://billslater.com/proteges.htm>**
- **One protégé recently took a job at the same place where I started a new job. We were referred to as “Batman and Robin”.**
- **To be a good mentor, you have to understand what it is to be a good protégé.**





Real-life Mentoring - Keeping the Process Going

- Ideally, a protégé should grow and mature to the point where they too can be mentor to other protégés in the future.

Present



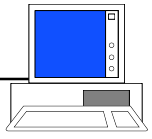
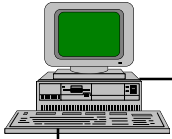
Future





How Do We Successfully Implement This in ISOC-Chicago?

- **Write an article for the website.**
- **Set up a web page describing this program**
- **Welcome e-mail and phone calls**
- **Start a word-of-mouth and e-mail campaign**
- **Designate a group of people who can match people who want to be mentors with people who want to be protégés**
- **Create a “Mentoring on Mentoring” workshop which will help new mentors be prepared and successful. Delivery date: October 2002.**



Call for Volunteers

- **If you or anyone you know would be interested in participating in this program, please have them call or e-mail Bill Slater**

Home: 773-235-3080

E-Mail: slater@billslater.net

Web: <http://billslater.com>



My Personal Experiences in Mentoring

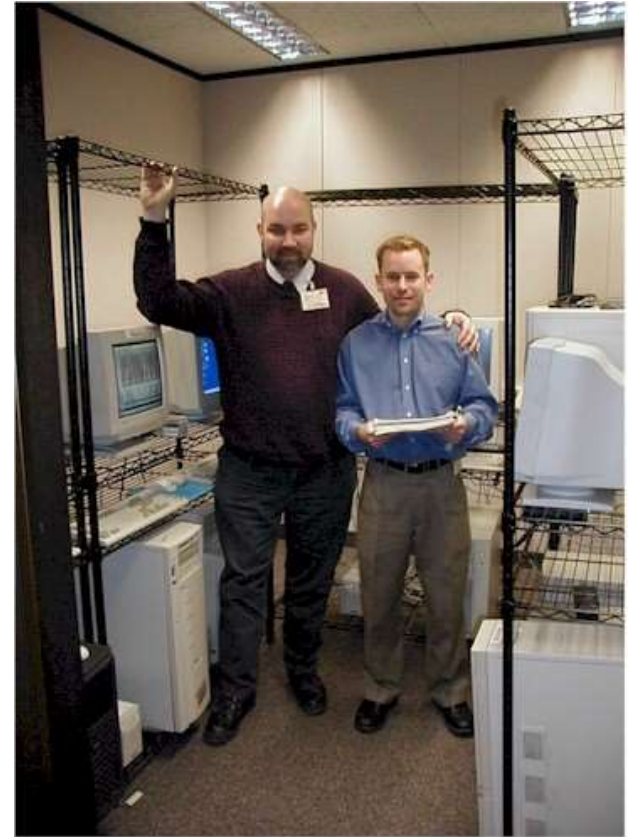
- Read about my Mentors at:
 - <http://billslater.com/mentors.htm>
- Read about my Protégés at
 - <http://billslater.com/proteges.htm>

Bill Slater
with his computer
mentor, Jim Jarnagin
Twinsburg, OH
June 1994



My Personal Experiences in Mentoring

Bill Slater
with his protégé
Brian Ferrentino
Chicago, IL
December 2000



My Personal Experiences in Mentoring

Bill Slater
with his protégé
Cindy Burkhardt
Chicago, IL
July 2001



Conclusion

- **The Mentoring Process offers opportunity for great growth for the protégé and for the satisfaction of the mentor knowing that they made a difference.**
- **The ISOC-Chicago Mentoring Program is something that can set ISOC-Chicago apart from your average computer user group, and provide a great example and great benefits to people's lives and the community as a whole.**