

# Talking Mentoring Leadership

ADEA Minority Dental Faculty Development and Inclusion  
Leading Change: Leadership Training Strategies for Inclusion and  
Academic/Community Partnerships

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# mentor

someone who teaches or gives help  
and advice to a less experienced and often  
younger person

a trusted counselor or guide

tutor, coach

# mentor

**my definition:**

a trusted counselor, guide, or coach

how do you mentor leadership ?

access + opportunity  
time

at the heart of it is a transformative relationship

# mentoring impact

job satisfaction

broadening scope of vision

new and unexpected positive experiences

career advancement



mentoring experiences are foundational to  
success with each experience building on the  
previous

like compounded interest in banking

connects you to the organization

improves retention

a way to strengthen ties

mentors help to evolve the mentee's role from  
job to career

A photograph of two people climbing a large, dark rock formation. One person is standing on the peak, reaching down to assist another person who is climbing up. The background shows a vast, mountainous landscape under a blue sky with scattered white clouds.

# MENTORING

*Successful  
people never  
reach their goals  
alone.*

# critical factors in effective mentoring



**support**

**care** about the mentee and their role

mentoring does not happen before  
**time** is invested, mentoring is the result  
of time invested

# 4 strategies to consider when mentoring

## mentor

**vision** is important  
**gently** guide based  
on the personality  
of the mentee  
**don't** overwhelm  
the mentee  
**pace** your coaching

## mentee

**vision** is important  
**seek** ways to  
contribute and be  
open to  
opportunities no  
matter how small or  
big  
**be** open to  
mentoring from  
anyone  
**mentoring** is not  
always a verbally  
defined relationship  
as much as it is an  
action based  
relationship.

“If you want a harvest in one year, grow a crop. If you want a harvest in ten years, grow trees. If you want a harvest that will last a lifetime, grow people.”

Chinese Proverb



Thank you