

**Elements of growth relationships**

- **Connecting**
  - Forming new relationships
  - Seeking mentors/proteges

- **Building**
  - Grow the relationship
  - Figure out what works:
    - Structured
    - Organic

- **Creating**
  - What is the focus?
    - Skills Development
    - Feedback

- **Evolving**
  - Relationship morphs as individuals grow—
    - change in nature, or even lapses
  - Connections form a body of shared experience,
    - new stories, new insights
    - to bring to work and share with others

- **Carrying Forward**
  - Relationships of a Lifetime: Looking Past Mentor/Protege

**How do I get started mentoring or finding a mentor?**

- Respectfully (and without obligation) ask/off er
- Be active on your campus and in your professional community
- Identify those who have or need particular skills
- Engage informally on lists and social media
- Ask for an introduction
- Invite someone you respect for coffee
- Take advantage of existing programs/resources
  - [https://www.educause.edu/careers/special-topic-programs/mentoring](https://www.educause.edu/careers/special-topic-programs/mentoring)

**Why should I mentor?**

- To gain other perspectives
- To advance and sustain our profession
- To help others
- To share practices and tactics
- To learn more about yourself
- To be a sounding board
- To pay forward the help and support you have been given
- To hone your thinking by articulating it to others

**What stops me from being a mentor?**

- Not knowing how to offer yourself as a mentor/find a protege
  - Fear
  - Belief you have little to offer

**Am I unknowingly mentoring now?**

- Do you help others think through problems?
- Do you encourage your staff, colleagues, or your professional network?
- Do you give advice?
- Not being asked

**What are your answers?**

*Take a Post-It and add your own.*

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Mike

**Mike**

- Professional Service
- Developing New Organizations
- Formal and Informal Mentorship
- Former Supervisory Relationship (Student)
- Strategic Planning
- Peer Professional and Career Growth
- Consultants/Problem Solvers

Amy

**Amy**

- Peer Professional and Career Growth
- Consultants/Problem Solvers
- Mentoring Staff
- Formal and Informal Mentorship
- Former Supervisory Relationship (Student)
- Creating Lasting Peer Relationships

Brian

**Brian**

- Mentoring Staff
- Learning from Mentor-Centered Programs
- Learning from Mentor-Centered Programs
- Strengthening Relationships
- Formally Mentoring Staff

20+ years of mentoring, personal and professional growth, shared experience, and evolving relationships

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**“Bring your best to your mentors and expect nothing in return, then true value will be created.”**

—Richie Norton

**“I feel really grateful to the people who encouraged me and helped me develop. Nobody can succeed on their own.”**

—Sheryl Sandberg

**“In learning you will teach, and in teaching you will learn.”**

—Phil Collins