

Mentoring: For Results

The Journey to Insight,
Action & Accountability

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Odyssey Mentoring



*“We cannot hold a torch to
light another’s path without
brightening our own.”*

— Ben Sweetland



Agenda

- **Mentoring**
- **Listening**
- **Dealing with Diversity**
- **The Magic Is In The Mix**
- **The Keen Observer**
- **Making Connections**
- **Dancing To Insight & Breakthrough**
- **Q & A**



Mentoring

A dynamic partnership between two people, that nurtures and forwards the professional and personal growth and the development of each.



“Listening is a magnetic and strange thing, a creative force. The friends who listen to us are the ones we move toward. When we are listened to, it creates us, makes us unfold and expand.”

Karl Menninger



Dealing with Diversity



The Magic Is In the Mix



“Blessed are the flexible, for they shall not be bent out of shape.”

— Harry Morgan Moses



The Keen Observer







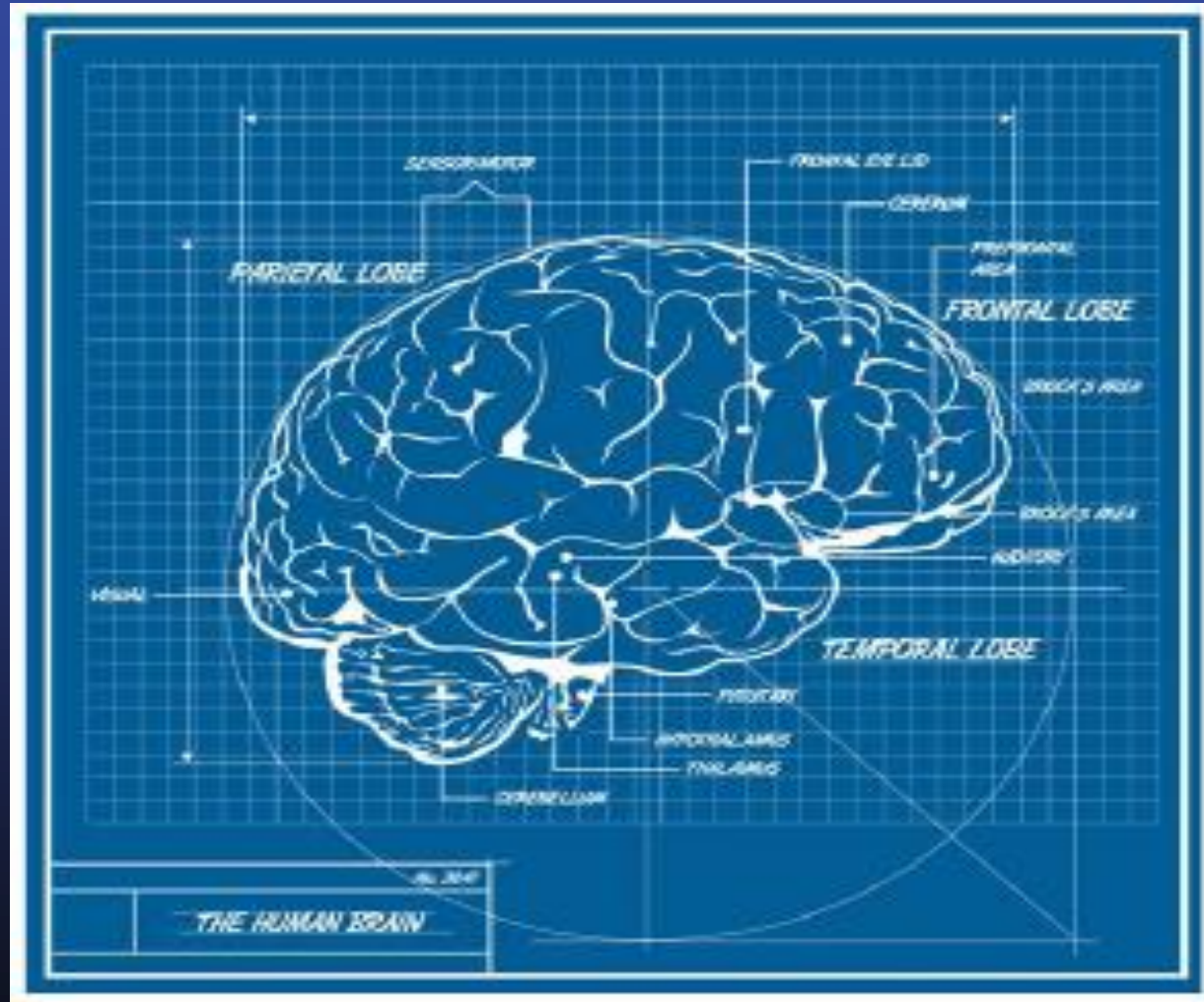
ODYSSEY
MENTORING

“The definition of insanity is doing the same thing over and over again, expecting different results.”

- Rita Mae Brown



Making Connections



“No one need wait a single moment
to improve the world.” - Anne Frank



The Steps To Transforming Performance

Step 1 – Thinking About Thinking

Step 2 – Listening for Possibilities

Step 3 – Speaking Intentionally

Step 4 – Dancing Toward Insight

Step 5 – From Insight to Action

Step 6 – Follow-Up and Acknowledgement



Step 1 – Thinking About Thinking

- Let your protégé do all the thinking
- Focus on solutions
- Accentuate the positive
- Create the process together



Step 2 – Listen for Possibility

- Be open to new ideas
- Attain clarity



Barriers to Listening for Possibility

Detail

Filter

Agenda

Hot Button

The Past



Step 3 – Speak Intentionally

- Speak succinctly
- Be specific
- Focus on solutions
- Be generous



Choose the Focus

Vision

Planning

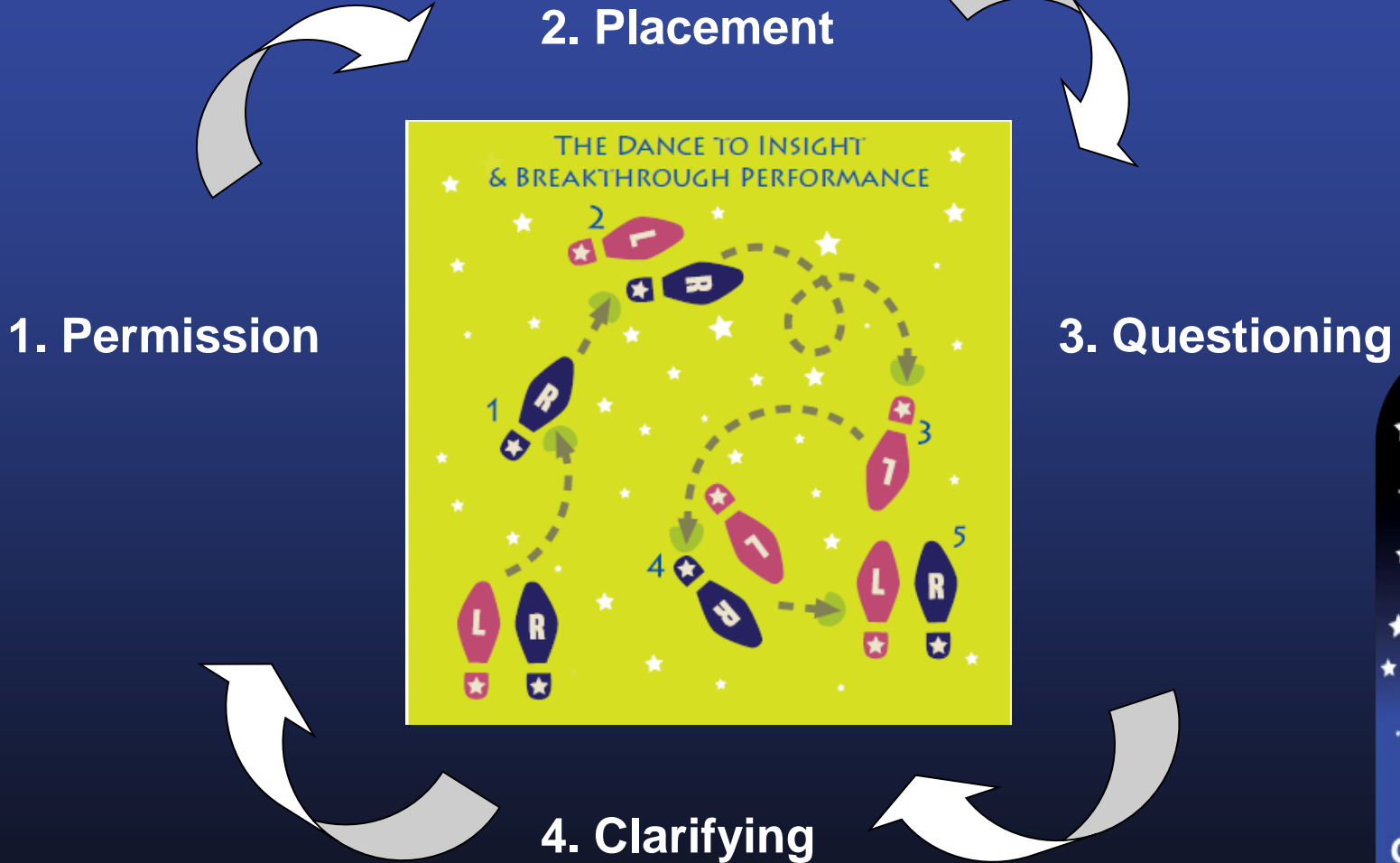
Detail

Problem

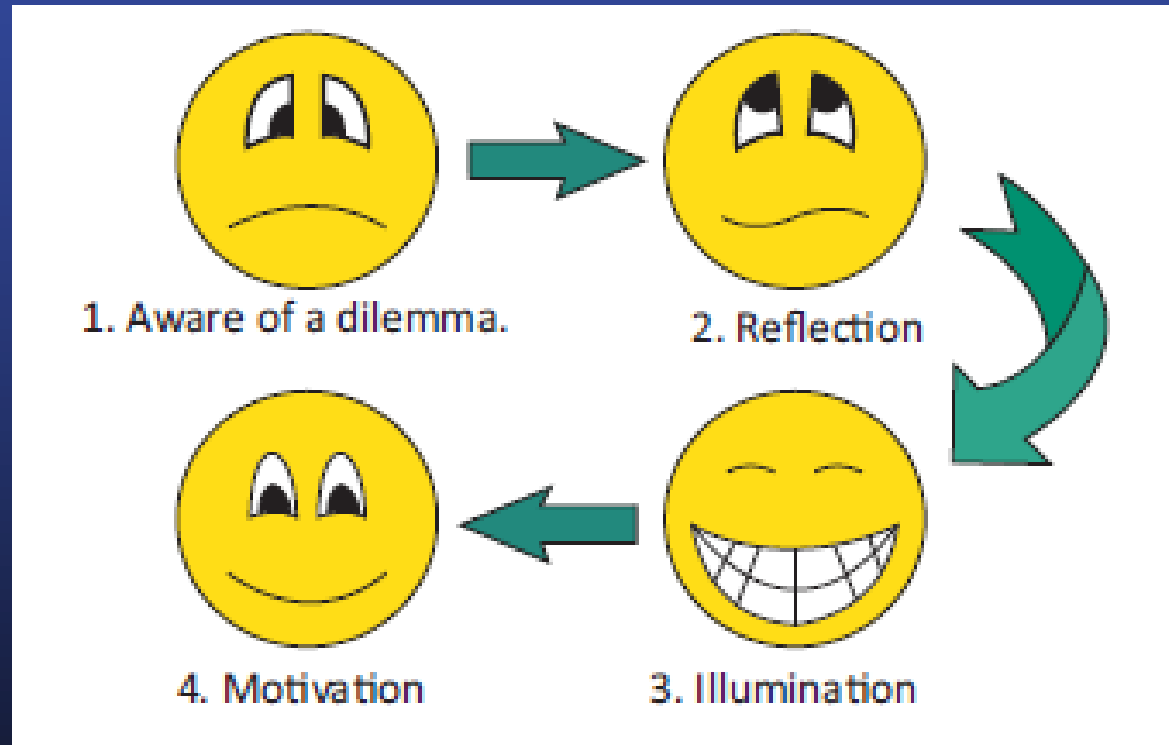
Drama



Step 4 – The Combinations



The Four Faces of Insight



Step 5 – From Insight to Action

- Current Reality
- Alternatives
- Energizing
- Written plan
- Milestones



Step 6 – Follow-up

- Facts – what happened?
- Emotions – How do you feel about it?
- Acknowledgement
- Learning
- Reflection
- Acknowledgement



“As you grow older, you will discover that you have two hands. One for helping yourself, the other for helping others” -Audrey Hepburn

