



Where Vision meets Velocity™

SECRETS OF SUCCESSFUL MENTORS Doug McVadon

- **Taking a Stand**
 - Making a bold declaration of the intended outcomes of a mentoring relationship ups the “ante” for both mentor and protégé.
 - Standing for what’s possible creates a vision of the future.
- **Operating with Integrity**
 - Honoring your word is paramount.
 - Making “stretch” promises builds the power of your word.
- **Intentional Teaching - Deliberate Learning**
 - Use various methods: instructing, coaching, modeling.
 - Be clear about what you are teaching, and how.
 - Explain to your protégé what you expect, and when.
 - There are no “stupid” questions, except those unasked.
- **Practice Story-Telling**
 - Mentors need to tell their stories.
 - Use personal examples and insights to make your points.
 - Practice telling your story enough to know what works.
- **Failure and Success are Equally Powerful Teachers**
 - Sharing failures is an essential way to learn from them.
 - Give protégés ample opportunities to win.
- **Give it Time**
 - Development matures over time and requires continual reinforcement.
 - Learning is not an event, rather a synthesis of experience, studies, observations, insights and analysis.
- **Mentoring is a Joint Venture**
 - Successful mentoring means sharing responsibility for learning.
 - Begin by aligning on the process and its intended outcomes.
- **Leadership is Self Expression**
 - Ultimately, leadership is not a “skill-set” but rather a way of being that can be coached and developed.
 - True leadership goes beyond emulating a mentor by calling forth one’s own self-expression.