

MENTOR: CREATING A LEGACY OF LEADERSHIP

Air Force Identity Series
Kirtland Air Force Base
November, 2015



Intention

You will leave this workshop:

- 人 Inspired to create a legacy of leadership through mentoring
- 人 Challenged to live in such a way that inspires others to seek your support
- 人 Equipped to lift others towards committed action

Introductions

- 1) What opinions do you have about mentoring in the Air Force ?
- 2) What knowledge about mentoring are you coming in with?
- 3) What would make this conversation valuable for you today?
- 4) What way of participating will ensure you get what you came for?

Mentorship (n.)

Mentorship is a relationship in which a person with greater experience and wisdom guides another person to develop both personally and professionally.

This relationship will help achieve mission success and motivate Airmen to achieve their career objectives

Discussion

Your Best Mentor

- 1) Share about a person in your life that has mentored you either personally or professionally.
- 2) Was your mentor assigned or did you choose him/her? If he/she was assigned, what about that person made the relationship effective?
- 3) What did they do and say that made a difference?
- 4) Who in your life (either personally or professionally) would you like to make to make that kind of difference for?

Mentoring: The “Why”

人 Mentors are individuals who care about investing in others people’s lives

人 Mentoring multiplies legacy

“If you're not reaching back to help anyone then you're not building a legacy.”

-- Germany Kent

Discussion

You as a Mentor

- 1) What kind of legacy do you want to leave with the people in your life both personally and professionally?
- 2) How does investing in other people's lives contribute to fulfilling that commitment?

Mentoring: The Foundation

人 Mentors earn trust and legitimacy by demonstrating the character and results they want to develop in others

人 Missionary Story

Are you living the kind of life others would want to emulate?

Mentoring: The Foundation

“The fact is people act on their assessments of your trustworthiness, not yours. Your best intentions can’t change their opinion.”

--Charles Feltman, *The Thin Book of Trust*

Discuss How solid is your foundation?

With a partner, explore the following questions with regard to your personal and professional life:

- 1) What are some of the things you are committed to in your personal and professional life? What values are you committed to consistently demonstrating?
- 2) What words would you want your family and your coworkers to use to describe you?
- 3) To what extent do you believe you live out those values?
- 4) Where do you see that others may see a gap between what you say you're about and how you show up for them?

Mentoring: The Access

人 Mentors leverage their mentees' commitments to lift and inspire them to action

Mentoring: The Access

“Other organizations motivate their workers through extrinsic factors such as salary, benefits, and promotions. Professions use inspirational, intrinsic factors like the life-long pursuit of expert knowledge, the privilege and honor of service, camaraderie, and the status of membership in an ancient, honorable, and revered occupation. This is what motivates true professionals; it’s why a profession like ours is considered a calling—not a job.”

--Army White Paper: The Profession of Arms, 2 Dec. 10

Mentoring: The Access

- 人 Mentors leverage their mentees' commitments to lift and inspire them to action
- 人 *Mentoring Barrier*: Frustration, Discouragement, Resignation, etc.
- 人 Listening will make or break a mentoring relationship
 - 人 We hear what we listen for

Imagine this is you speaking to the individual you were resigned about... what might you be saying to yourself?

What conversations might be running in the background?

How effective would that session be?



Discuss

How do you listen to your mentees?

With a partner, explore the following questions with regard to your personal and professional life:

- 1) How do you typically listen to your mentees?
- 2) What is the typical conversation running through your head with an individual you are:
 - Frustrated with
 - Annoyed by
 - Proud of
- 3) How do those background conversations impact your ability to make a difference with others?

Exercise Part 1

Find a Partner.

1. Pick an “A” and a “B”
2. A’s, choose a subject that really matters to you. Share about this topic with your partner. Communicate why you care so much about this subject.
3. B’s, bring your best “annoyed” pattern of listening.
4. Switch

Exercise Part 2

1. A's, share about the same topic with your partner. Continue to communicate why you care so much about this subject.
2. B's, bring your best "care-ful" pattern of listening. Listen for what your partner cares about. What are they concerned about that has them interested in this subject? What do they value? What are they committed to?
3. Switch

Discuss Listening to Lift Others

- 人 What could you do when you catch yourself in an old pattern of listening?
- 人 How does being an Airman contribute to what they are concerned about or interested in?
- 人 How can you leverage what they care about to motivate them towards their commitments?
- 人 How could you leverage an individual's commitment to hold them accountable to who they say they want to be?

Parting Thoughts

- 人 Mentors invest in others to create a legacy of leadership
- 人 Mentors live a life that creates a new possibility for others
- 人 Mentors listen for commitment
- 人 Mentors leverage commitment to lift and inspire others towards purposeful action

Sharing to Complete

- 1) What is your biggest take-away from our time together?
- 2) What new action are you going to take this week to make a difference in another person's life?
- 3) Who in your life could you begin to invest in through a mentoring relationship?