

Visionary Mentoring

Using a Proven Process for Leadership Development and Retention

Presented by George Hendley
RadSciences Group
Developing Top Talent for Healthcare Organizations

McKinney, TX

Welcome and Introduction

- A Chinese Proverb



- Visionary Mentors Grow People and more...

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What You'll Learn

- **VM**- What it is and Why it's Effective
- Long term benefits for Mentors and Protégés
- Mentors are Learners First...
- Mentoring Improves Development and Retention at All Levels of the Organization
- Mentoring Provides a Planned and Profitable Succession Process

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Visionary Mentoring- What is it?

- **Vision** - A mental picture existing first in your mind of where you want to go or what you want to achieve or acquire; a.k.a. 'a dream'
- A **Visionary** is someone who conceives a vision and shares it with others; Goals are the action plans that bring it to reality; Michelangelo and 'the David'
- My **Vision** story...your **Vision** story



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Visionary Mentoring- What is it?

- **Mentoring is Leadership One-on-One™**
 - "Everything rises and falls on leadership." John Maxwell
- **Visionary Mentoring** is Leadership one-on-one with a view towards a better future for all.
 - "Real success comes when you grow people who will continue the vision beyond your life and leadership." GH

"There is no success without a successor." Peter Drucker

"There is no more powerful engine driving an organization toward excellence and long-range success than an attractive, worthwhile and achievable vision of the future, widely shared." Burt Nanus

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Visionary Mentoring- What is it?

- It is the **PRACTICE and PROCESS** of...
 - Leadership development for now AND the future
 - Building a **Magnetic Hope** for Mentor, Protégé and those impacted by their relationship now and later
 - Creating meaning or purpose for a better tomorrow
 - Using the super glue of involvement for engagement and retention

"Without involvement there is no commitment." Stephen Covey

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Visionary Mentoring- Why it's Effective

- **It works!** (if done correctly ☺) **WHY...**
 - Five Senses stimulation;
 - Auditory; Visual; Kinesthetic (smell, taste)
 - Founded on the principles of adult learning- M. Knowles
 - Personalized, Private (safe) and Participative for M&P
- **KASH** Focused- Develops all or most of these areas
 - **K**nowledge (Cognitive)- IQ
 - **A**ttitudes (Affective)- EQ
 - **S**kills (Psychomotor)- Multiple Intelligences; H. Gardner
 - **H**abits are formed with repetition and emotion

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Your Benefits as a Mentor or Protégé

- **With a partner determine...**
- What are 2-3 specific benefits you can enjoy (or have already enjoyed) as a Protégé?
- What are 2-3 specific benefits you can enjoy (or have already enjoyed) as a Mentor?

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WIIFM and WIIFP- The Benefits

- **What's In It For Mentors-** the research says...
 - Multiplies their effectiveness- Apples in a seed...the ripple effect goes beyond just the one protégé
 - Learn and grow by teaching/facilitating
 - Improves their self image and esteem by modeling the KASH they recommend

"Grow a leader, grow the organization." J.M.

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WIIFM and WIIFP- The Benefits

- **What's In It For Mentors-** the research says...
 - Strengthens their commitment to the organization and their profession- a deeply vested interest
 - Increases their potential for raises, promotions and career success
 - Improves their current job satisfaction and versatility

"It takes a leader to know a leader, grow a leader and show a leader." J.M.

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The Studies say...

- **Leaders benefit greatly from using mentors or personal coaches**

In our study 51% of leaders report that they have used a personal coach or mentor. This specialized attention... provides leaders with an individualized diagnosis of needs, feedback, development planning, one on-one training, and tracking of results. With such close attention, it's no wonder that the leaders who have used a coach or mentor find it valuable. Most leaders ...(91%) find that the experience is moderately or greatly beneficial to their careers.

DDI Whitepaper

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WIIFM and WIIFP- The Benefits

- **What's In It For Protégés-** the research says...
 - Develops their leadership skills and future potential
 - Creates an emotional bond of reciprocity to both mentor and organization
 - Increases their **KASH** value

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WIIFM and WIIFP- The Benefits

- **What's In It For Protégés-** the research says...
 - Strengthens their commitment to the organization and their profession
 - Improves their current job satisfaction and versatility
 - Improves their chances for raises, promotions and career success

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Visionary Mentors are Learners First

One of the ongoing benefits to the Visionary Mentor is the prerequisite of being a lifelong learner which is a positive stimulus in itself.

"I'm more convinced than ever before that good leaders are also good learners. One of the places that you learn how to lead is by having been mentored at some point in your life by a good teacher." **Ken Blanchard**

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Mentoring Improves Development & Retention Throughout Organization

- 76% of the top Fortune 25 companies offer mentoring programs- Why?
 - Mentoring is their **KEY** Strategy of effectively developing the people needed for organizational success
- Only 55% of the less successful companies offer mentoring

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Mentoring Improves Development & Retention Throughout Organization

- More research findings show...
 - 77% of all organizations surveyed state that mentoring is an effective tool to increase retention of valued employees
 - 62% of employees which were mentored said they would stay with their current employer
 - 75% of executives state that mentoring played a key role in their career success

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Mentoring Improves Development & Retention Throughout Organization

- A survey of 378 companies said that...
 - 73% provide mentoring for retention of valued employees
 - 71% provide mentoring to improve managers leadership skills
 - 66% provide mentoring to develop new leaders for the future (succession planning)
 - 62% provide mentoring to enhance career development
 - 48% provide mentoring to promote increased diversity

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Providing a Planned and Profitable Succession Process

- VM addresses the following points
 - Right people hired and on-boarded quickly
 - More satisfied with position and function leading to long term engagement
 - Ensures greater levels of productivity and higher quality work
 - Employees understand the potential for career growth, they are more committed to the company, more likely to set goals and willing to help others succeed

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Providing a Planned and Profitable Succession Process

- Key Success Factors for Visionary Mentoring
 - Linked to business goals
 - Internal Ownership of Program
 - Aimed at developing protégés **KASH**
 - Ongoing support for mentoring pairs
 - Results are measured and recorded

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Providing a Planned and Profitable Succession Process

“Establishing a mentoring program helped them to develop talent within the organization and gave them the confidence to promote from within. In fact, since they established the mentoring program, internal hires increased from 11 percent to 50 percent.” **Rose Hollister**

“It’s up to us as leaders to show how our organization’s cultural expectations affect our decisions in budgets, patient care, and leadership. Without mentoring, our mission could get lost.” **A Nurse Mentor**

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What’s Next? You may be asking...

- Can we do this and be successful?
- How long will it take to plan and facilitate a **VM** Process in our Organization?
- What are the needed prerequisites to bring a successful **VM** program into fruition in our organization?

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Contacting Us

Ask for our "HOW TO" email series on Visionary Mentoring

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