

Visionary Mentoring:

Using a Proven Process for Leadership Development and Retention

GEORGE HENDLEY

**Director of Organizational Development
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As the Director of Organizational Development for RadSciences Group, George Hendley helps healthcare organizations to attract, develop and retain their current and future leadership.

During the past 35 years he has made over 2,000 presentations from coast to coast conducting seminars, workshops and conferences that have impacted the lives of thousands of professionals from healthcare to telecom. He is adept and experienced in both the corporate and non-profit arenas.

Specializing in Leadership and Executive Development, George has served on the Board of Directors for the International Coach Federation- North Texas chapter, as a Vice President in the Dallas chapter of the American Society for Training and Development and as a director in the National Speakers Association- North Texas chapter.

He has authored over 150 articles on a variety of subjects such as leadership, communication skills, innovation, personal and professional development and more. He is known and respected in his industry as both a trusted mentor and forward thinking leader by both clients and peers.

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Our Expertise, Your Success...

From the very beginning, our company has specialized in working with healthcare industry leaders who want to improve retention and talent selection. Using today's modern behavioral assessments and recruitment technology to place healthcare jobs, we take extra steps to align a candidates skills with the requirements of our clients in an effort to improve long-term retention. Additionally, we make it a standard practice to meet all of our clients to ensure that you are comfortable with our process and help establish trust before committing to a long-term partnership.

We can offer specialization in the following services:

- 1. Full Service Healthcare Recruitment Services**
- 2. Temporary Healthcare Staffing Services**
- 3. Employee and New Hire Behavioral Assessment Programs**
- 4. Leadership Training and Coaching**
- 5. Job Benchmarking/Role Behavior Analysis**
- 6. Healthcare Recruitment Marketing Services**

While we welcome the opportunity to work with all healthcare leaders, our core healthcare consulting and healthcare recruitment services are more comprehensive in departments such as **Human Resources, Radiology, Laboratory and Rehabilitation.**

At **RadSciences Group**, our mission is to be a recognized leader in talent selection, leadership development and recruitment within hospitals and medical imaging organizations. More than just a professional search firm, RadSciences Group desires to be a resource and partner to healthcare leaders who believe that talent selection is more than just education and credentials, but also the science of understanding an individual's beliefs, motivators and values.

MyMedPort.com; www.MyMedPort.com; PO Box 3061 McKinney, TX 75070

MyMedPort, is actually your med port! A one stop portal for healthcare professionals who are seeking information and resources for business in the world of healthcare. MyMedPort allows registered users to [network](#) with other professionals in the industry, [post free jobs](#) and [classified ads](#), [search for jobs](#), access [news](#), [resources](#) and so much more... Welcome!

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- Ensures greater levels of _____ 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
- **Five Key Success Factors for Visionary Mentoring**
 - Linked to _____
 - _____ of Program
 - Aimed at developing protégés KASH
 - Ongoing support for mentoring pairs
 - Results are _____ and _____

“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**

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 start and maintain a successful VM program?
- ***A good trade?***

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Mentoring Improves Development and Retention Throughout Organization

- 76% of the top Fortune 25 companies offer mentoring programs- Why?
 - Mentoring is their _____ of effectively developing the people needed for organizational success
 -
- Only 55% of the less successful companies offer mentoring
- **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 _____
 - 75% of executives state that mentoring played a key role in their career success
- **A survey of 378 companies said that...**
 - 73% provide mentoring for _____ of valued employees
 - 71% provide mentoring to improve managers _____
 - 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

Providing a Planned and Profitable Succession Process

- **VM** addresses the following points
 - Right people _____ and on-boarded quickly
 - More satisfied with position and function leading to long term engagement

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- Strengthens their commitment to the organization and their profession- a deeply vested interest
- Increases their potential for _____ and career success
- Improves their current job _____ and versatility

“It takes a leader to know a leader, grow a leader and show a leader.” **John Maxwell**

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

WIIFM and WIIFP- The Benefits

- **What’s In It For Protégés-** the research says...
 - Develops their _____ and future potential
 - Creates an _____ of reciprocity to both mentor and organization
 - Increases their _____ value
 - Strengthens their commitment to the organization and their profession
 - Improves their current job satisfaction and career flexibility
 - Broadens their scope of the business opportunities available

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Visionary Mentoring- Why it's Effective

- **It works! (if done correctly 😊) WHY...**
 - _____ stimulation;
 - Founded on the principles of adult learning- Malcolm Knowles
 - **4 P's- Personalized, Private (safe), Practical and Participative** for Mentor and Protégé
- **KASH Focused- Develops all or most of these areas**
 - **K**_____ (Cognitive)- IQ
 - **A**_____ (Affective)- EQ
 - **S**_____ (Psychomotor)- Multiple Intelligences; Howard Gardner
 - **H**_____ are formed with repetition and emotion

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? _____

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 _____
 - Improves their _____ and _____ by modeling the KASH they recommend

“Grow a leader, grow the organization.” **John Maxwell**

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- **My Vision story...your Vision story-** Have you lived or are you living your vision story? How has your vision impacted who you are today and what you are doing for tomorrow?

Visionary Mentoring- What is it?

- **Mentoring** is _____TM
 - “*Everything rises and falls on leadership*”.
John Maxwell
 - “*All mentors are leaders, but not all leaders are mentors*”. GH
 - “*Mentoring is predominantly a one-person-at-a-time activity.*” **Chip Bell**
- **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**
- **Visionary Mentoring** is the _____ 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 _____ for both engagement and retention
 - A learning partnership- Nick Marcos

Your Mentor? His/her impact? Share with your friend a specific example.

“*Without involvement there is no commitment.*” **Stephen R. Covey**

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Welcome and Introduction

A Chinese Proverb

Visionary Mentors Grow People and more...

"...mentoring is about growing-mentors growing protégés, protégés growing with mentors. The core of a mentoring relationship is more about a mutual search than about wisdom passage." **Chip Bell**

What You'll Learn

Visionary Mentoring- What it is and Why it's Effective

Long term Benefits for Visionary Mentors and Protégés

Visionary Mentoring Improves Leadership Development and Retention

Visionary Mentoring Provides a Planned and Profitable Succession Process

My Goal today is...

- To raise your recognition and appreciation for what *Visionary Mentoring* can do for you and your organization
 - To arouse curiosity and commitment to learning HOW you can do this too
 - To make a *good trade!*
 - **Your Goals (needs/desires) for this session are?** _____
-

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'
'where there is no vision the people perish...' Proverbs
- 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'

"In every block of marble I see a statue as plain as though it stood before me, shaped and perfect in attitude and action. I have only to hew away the rough walls that imprison the lovely apparition to reveal it to the other eyes as mine see it."—Michelangelo

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