

Develop Leadership Skills and Success by Mentoring

AMERICAN WATER WORKS ASSOCIATION
PACIFIC NORTHWEST SECTION ANNUAL CONFERENCE

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WATER
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OUR PASSION

 **carollo**
Engineers...Working Wonders With Water®

Research shows...



1. Mentorship → career success and leadership development
2. *Being* a mentor is equally, if not more, important than having a mentor
3. Investing in mentorship can enhance your organization

What does leadership look like?



Wednesday, February 7th
8:30AM - 5:30PM

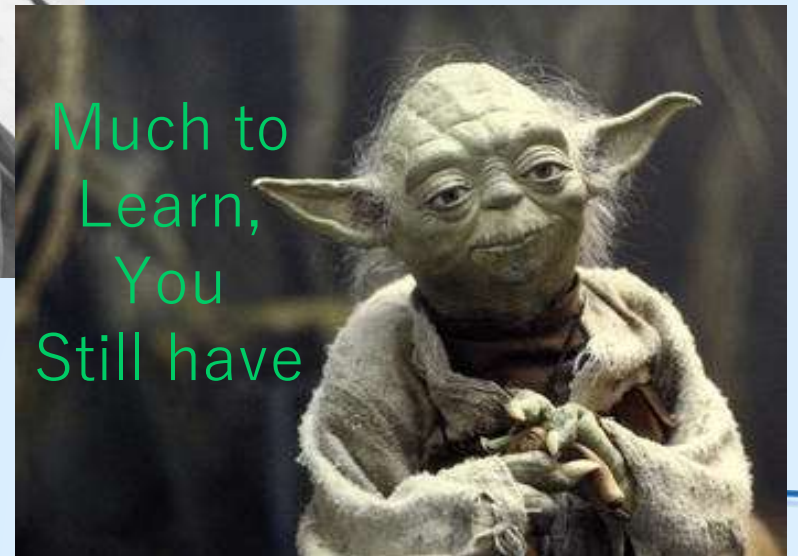
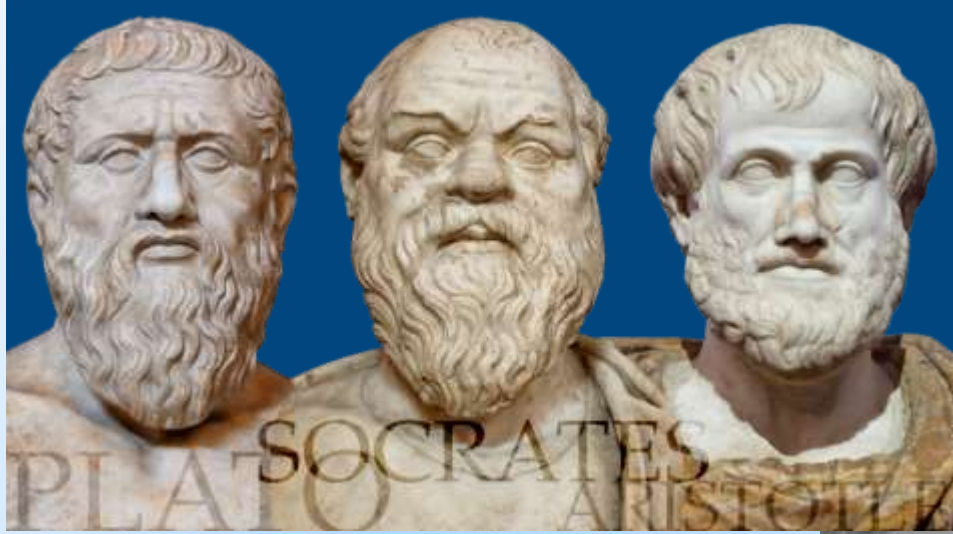
WOMEN IN SYM

This symposium is all about women leaders at various stages of their careers and in different circumstances learning from each other.

THANK YOU

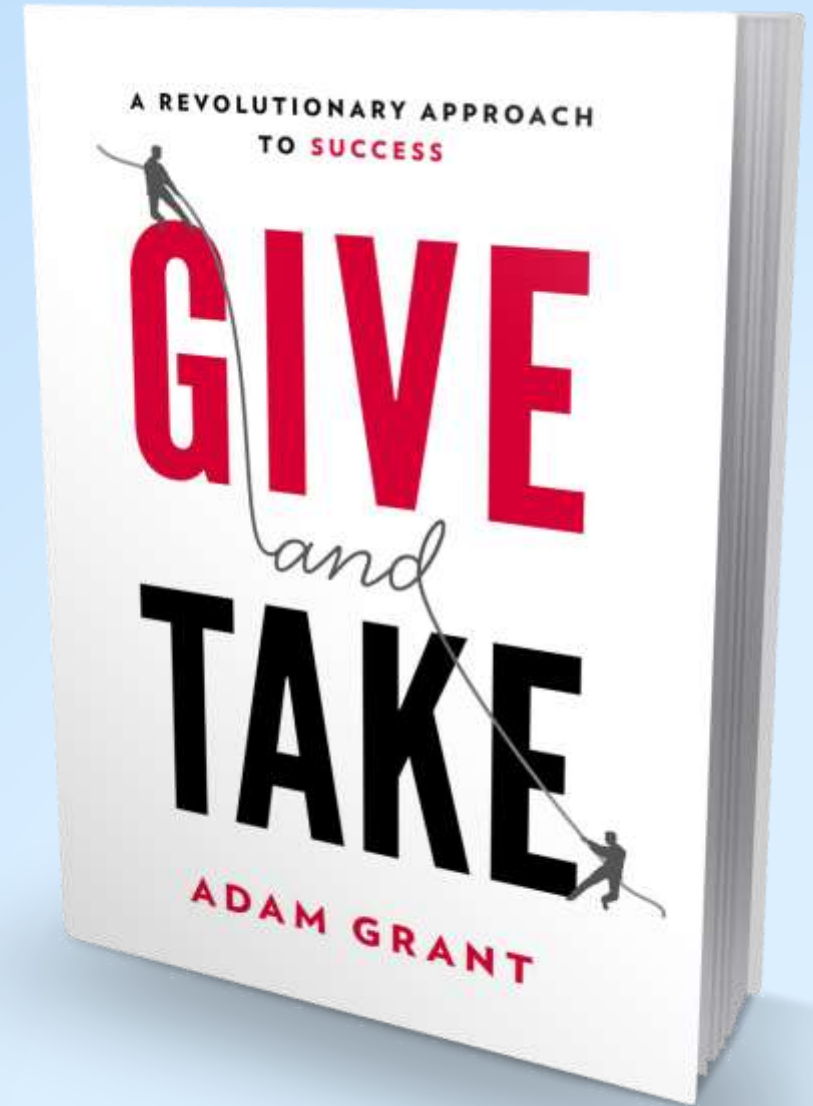
JACOBS **ch2m** **CS**
KI&A **TETRA TECH** **North**

Has leadership changed over time?

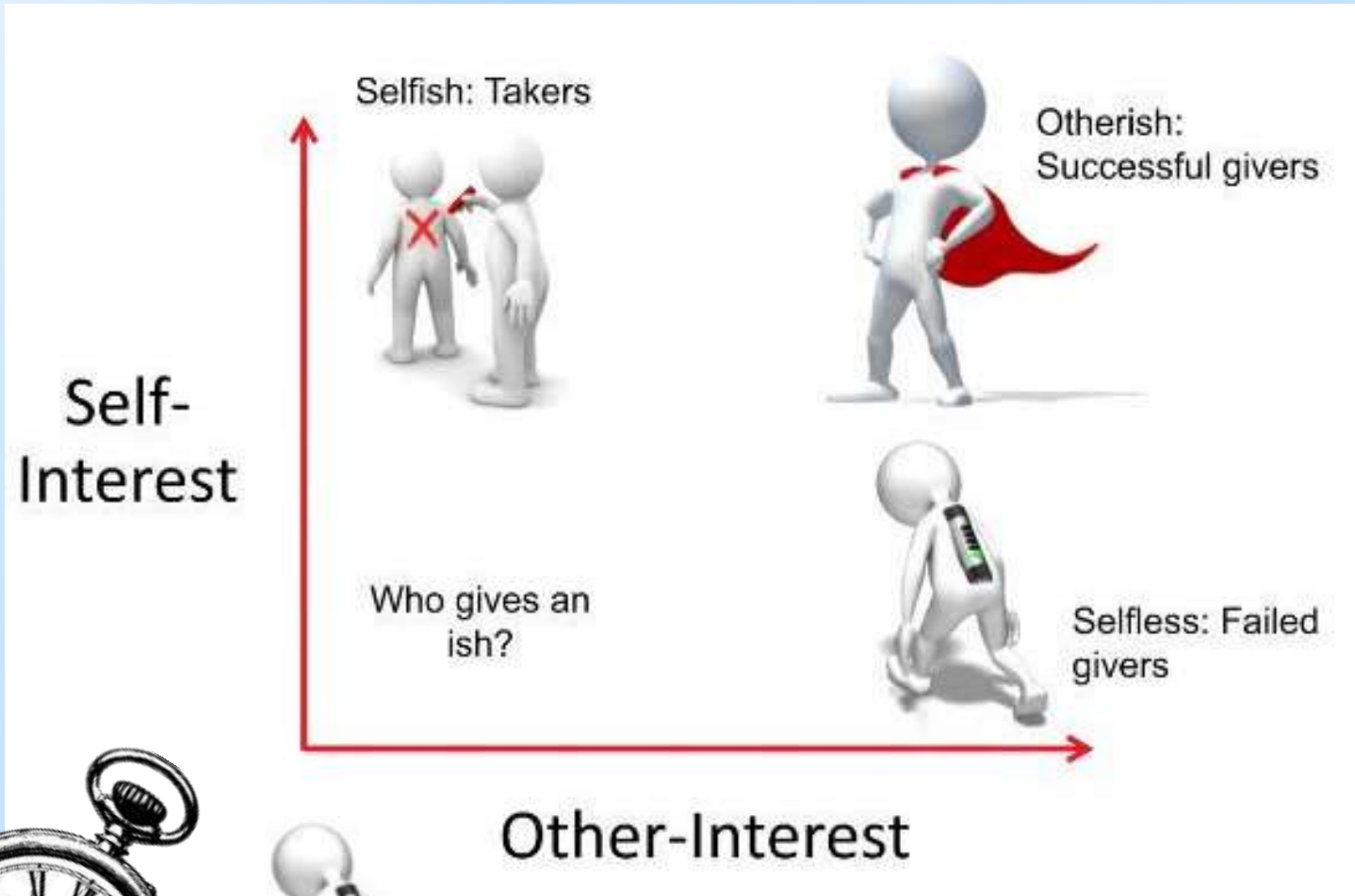


What traits do leaders exhibit?

Givers • Takers • Matchers



So what's the difference?



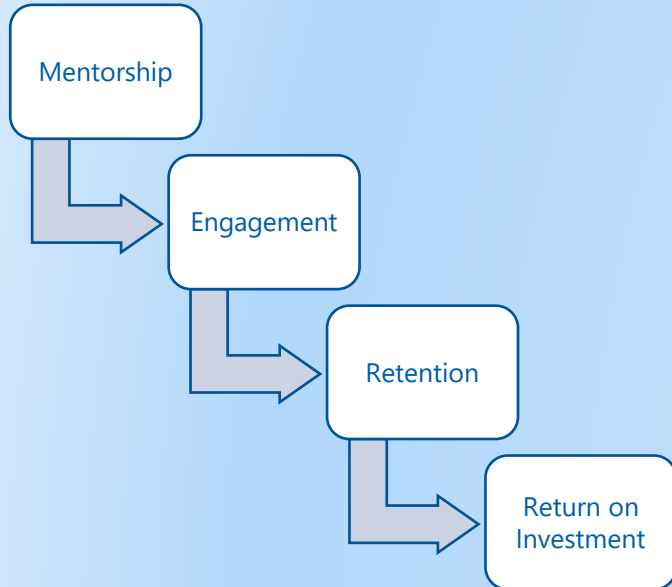
Mentorship is a key form of giving



Mentorship is a relationship in which one person guides another in seeking their highest potential.

Research shows mentorship makes a difference

- To the mentee
- To the mentor
- To the organization



Having a great mentor is a key factor to improving employee engagement

- **75%** of the workforce by 2025 will be a Generation Y - Millennial
- Generation Y - Millennials planning to stay at their job for more than five years are **68%** likely to have a mentor
- **81%** of them are happy with their mentor
- Among Generation Y planning to leave their employer within two years, only **61%** were happy about the mentoring they received.

“January 2017 Forbes: Make 2017 The Year To Get Serious About Mentoring”

What holds people back from mentoring?

- Time
- Lack of Confidence
- Not a "Giver"
- Don't want to impose help
- Communication



















Photo Courtesy of Shu



Old-school formality and new-school ease can cause communication clashes

Talking a different language					
Formative experiences	Maturists (pre-1945) Wartime rationing Rock'n'roll Nuclear families Defined gender roles - particularly for women 	Baby boomers (1945-1960) Cold War 'Swinging Sixties' Moon landings Youth culture Woodstock Family-orientated 	Generation X (1961-1980) Fall of Berlin Wall Reagan/Gorbachev/ Thatcherism Live Aid Early mobile technology Divorce rate rises 	Generation Y (1981-1995) 9/11 terrorists attacks Social media Invasion of Iraq Reality TV Google Earth 	Generation Z (Born after 1995) Economic downturn Global warming Mobile devices Cloud computing Wiki-leaks 
Percentage in UK workforce	3%	33%	35%	29%	Employed in either part-time jobs or apprenticeships
Attitude toward career	Jobs for life 	Organisational - careers are defined by employees	"Portfolio" careers - loyal to profession, not to employer	Digital entrepreneurs - work "with" organisations	Multitaskers - will move seamlessly between organisations and "pop-up" businesses
Signature product	Automobile 	Television 	Personal computer 	Tablet/smartphone 	Google glass, 3-D printing
Communication media	Formal letter 	Telephone 	E-mail and text message 	Text or social media 	Hand-held communication devices
Preference when making financial decisions	Face-to-face meetings	Face-to-face ideally but increasingly will go online	Online - would prefer face-to-face if time permitting	Face-to-face	Solutions will be digitally crowd-sourced

Source: Barclays, University of Liverpool

Mentoring is not defined by age



Definition of mentor : someone who teaches or gives help and advice to a less experienced person

Everyone is doing it

71% of



companies offer mentoring programs

Boeing Recognized for S Mentorship

Department of Defense award salutes com

HUNTSVILLE, Ala., March 16, 2018 – Boeing (NYSE: BA) and Huntsville, Ala., selected by the U.S. Department of Defense for the prestigious Nam-Perry William Perry, recognizes companies who mentor small businesses, start-ups and commercial work.

Boeing began the mentorship with Victory Solutions Inc. in 2012. Since the Defense Department awarded:

"Boeing helped us evaluate our infrastructure, incorporate best practices a

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Home > Corporate Responsibility > Diversity and Inclusion > How we act > Promoting mentoring

Diversity and Inclusion: how we act

At Sodexo we work around **five pillars** – gender, generations, disability, ethnical origins and LGBT – to foster a culture that embraces differences and celebrates unique ideas, perspectives, experiences and talents.

- Diversity training
- Promoting mentoring
- Building employee network groups
- Partnerships for diversity

Promoting mentoring

We believe strongly in the power of mentoring, an important contributor to talent development in the organization. By promoting discussions across genders, functions, client segments and countries, most mentoring programs have as strong an impact on mentors as on mentees.

In Europe, Sodexo's senior leaders and high-potential women participate in a mentoring initiative that provides reciprocal growth and development opportunities. The women gain professional insight and guidance while senior leaders build their understanding of the challenges facing women in the workplace.

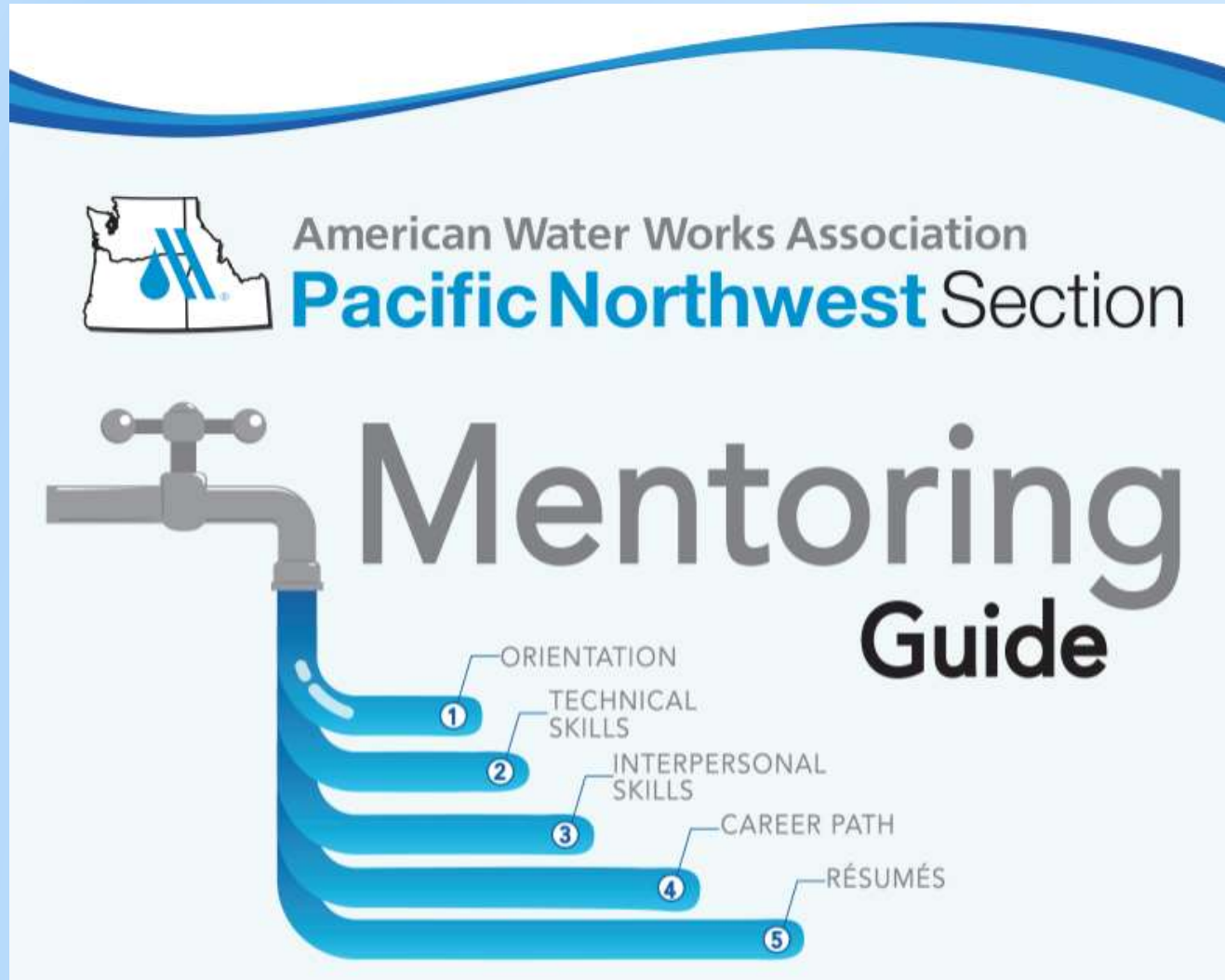
Zynga



If you play social games, chances are you've come across Zynga. Founded in 2007, the company's headcount is now close to 2,000 employees. To build the "next generation of social games," Zynga knows they'll need to serve young developers and project managers. To make sure students fresh out of school reach their full potential, Zynga has built a robust mentorship program.

"Zynga's management philosophy is to turn people into CEOs." —Mark Pincus, Zynga CEO

You can get involved right here



The image shows the cover of a mentoring guide. At the top left is a logo featuring a map of the Pacific Northwest region with a blue water drop and two blue diagonal lines. To the right of the logo, the text reads "American Water Works Association" in a grey sans-serif font, followed by "Pacific Northwest Section" in a larger, bold blue sans-serif font. Below this, the title "Mentoring Guide" is prominently displayed in a large, grey, sans-serif font. To the left of the title is a grey faucet with a blue pipe extending downwards. The pipe is divided into five horizontal sections, each numbered from 1 to 5 in a white circle. Lines connect these numbers to labels: 1 to "ORIENTATION", 2 to "TECHNICAL SKILLS", 3 to "INTERPERSONAL SKILLS", 4 to "CAREER PATH", and 5 to "RÉSUMÉS".

American Water Works Association
Pacific Northwest Section

Mentoring Guide

- 1 ORIENTATION
- 2 TECHNICAL SKILLS
- 3 INTERPERSONAL SKILLS
- 4 CAREER PATH
- 5 RÉSUMÉS





