

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...

What You'll Learn

- **Visionary Mentoring**- Why it's Important, What it is and Why it's Effective-
- Long term benefits for **VM's** and Protégés
- **VM** Improves Development and Retention
- **VM** Provides a Planned and Profitable Succession Process

*"He who has a **why** to live for can bear almost any how."* - **Friedrich Nietzsche**

My Goal today is...

- To raise your recognition and appreciation for what ***Visionary Mentoring*** can do for you and your organization- A WHY session
- To arouse curiosity and commitment to learning HOW you can do this too
- To make a *good trade!*

Why is WHY so Important?

If you have the right **WHY** you'll attract the right **WHO**.

With the right **WHY** and the right **WHO** the **HOW** takes care of itself.

Your **WHY** is your reason, motive or purpose for any action you take.

People are attracted by a compelling reason or a purpose (**the right WHY**) worthy of their time, energy and talents.

What about you?

Why are You Here today?

- **What attracted you to this session?**
- **Your Goals** (needs/desires) **for this session are?**
- **Record and Share with your partner/friend**

"He who cherishes a beautiful vision, a lofty ideal in his heart, will one day realize it..."

James Allen

The 'WHY X 5' exercise!

With a Partner you can practice a 'Visionary Mentoring' exercise.

Learning to get to the core issue by asking WHY.

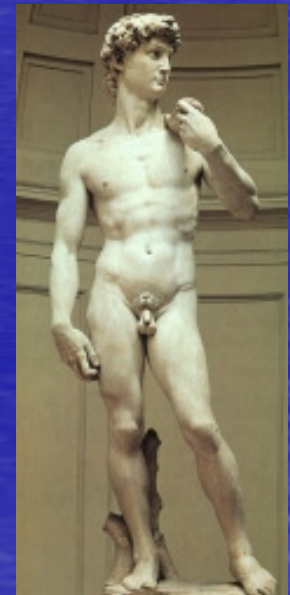
Dealing with a current or future problem or failure... Examples:

"We are/I am having this 'problem' now."

"We are/I am dealing with this 'failure' now."

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 and believes a vision and shares it with others; Michelangelo and 'the David'



Clarifying Your Vision

"I dream my painting and then paint my dream."

Van Gough

My Vision story...your Vision story

"A man's capacity is the same as his breadth of vision." - **Arabian proverb**

If you can vision it, you can accomplish it!

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

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 both engagement and retention

"Without involvement there is no commitment."
Stephen R. Covey

Your Own Personal Experience

A learning partnership- *Nick Marcos*

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

"Good business leaders create a vision, articulate the vision, passionately own the vision, and relentlessly drive it to completion." -
Jack Welch

Visionary Mentoring- Why it's Effective

- **It works!** (if done correctly 😊) **WHY...**
 - Five Senses stimulation
 - Auditory; Visual; Kinesthetic
 - Founded on the principles of adult learning- M. Knowles; relevance, experience, problem based
 - **P**ersonalized- 'high touch', avoids group-think
 - **P**rivate (safe)- open & accepting
 - **P**ractical- not theory, real life issues and challenges
 - **P**articipative- Mentor AND Protégé are engaged
 - **P**ointed- directed towards a specific goal

Visionary Mentoring- Why it's Effective

- **KASH** Focused- Develops all or most of these areas and they are transferrable
 - **Knowledge** (Cognitive)- IQ
 - **Attitudes** (Affective)- EQ; Empathy, etc.
 - **Skills** (Psychomotor)- Multiple Intelligences; H. Gardner; Learn by doing
 - **Habits** are formed with repetition and emotion (desire!) are combined

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.

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.

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 leadership skills and future potential
 - Creates an emotional bond of reciprocity to both mentor and organization-The Glue of Involvement!
 - Increases their **KASH** value

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
 - Broadens their scope of the business opportunities available

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

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

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

Providing a Planned and Profitable Succession Process

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

Providing a Planned and Profitable Succession Process

- Five Key Success Factors for Visionary Mentoring
 - Must be Linked to business goals
 - Internal Ownership of Program- starts at top
 - Aimed at developing protégés **KASH**
 - Ongoing support and education for mentoring pairs
 - Results are measured, recorded & **SHARED!**

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 % to 50 %."

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."

Nurse Mentor

What's Next? You may be asking...

- Can we do this and be successful? Do you have a big enough **WHY**?
- 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?***

*"For true success, ask yourself these four questions:
Why? Why not? Why not me? Why not now?" -*

James Allen

Contacting Us

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

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Developing Top Talent for Healthcare Organizations

www.RadSciences.com

**107 1/2 So. Tennessee St.
McKinney, TX 75069
800.804.2345**

MyMedPORT.COM
Linking Health Professionals & Resources

www.MyMedPort.com

**PO Box 3061
McKinney, TX 75070
800.804.2345**

Thank you for joining our session! We look forward to meeting you to learn how we can serve your organization.

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