



Mentoring Matters

A mentoring expert shares insights.

WHY DOES MENTORING MATTER?

Katy Dickinson, founder and principal of Katy Dickinson Consulting, says mentoring programs transform not only the individuals involved but also the company itself. Over the years she has developed mentoring programs at organizations around the globe, including Sun Microsystems. She has also spearheaded the TechWomen mentoring initiative at the U.S. Department of State and she serves as an accredited mentor for the University of the South's School of Theology (Sewanee, Tenn.). She spoke recently with *Outcomes* magazine.

What are some key motivators for implementing mentoring?

Mentoring is a professional methodology with remarkably good payback. At Sun Microsystems, between 1996 and 2010, more than 7,300 technical employees participated in formal mentoring programs. Our success was measured at over 1,000 percent return on investment (ROI) with more than twice the normal promotions and 93 percent satisfaction. Some 88 percent of our mentors were working remotely from mentees in 30 global sites, and 70 percent were executive mentors. These excellent payback metrics provide clear motivation for a company or organization to implement a mentoring program. However, motivation of the mentors is the key to program success. A mentoring program

cannot succeed without mentors, preferably those who come back year after year. Good mentors want to give back, to help others as they themselves were helped during their professional development.

How does mentoring complement faith?

The model of mentoring is consistent with how the disciples learned from Jesus. A mentor serves as a role model and guide, walking with their mentee during their time together, giving few laws but demonstrating through stories and actions what needs to be done. In my own relationships, my mentees and I sometimes speak explicitly about faith but mostly mentoring is preaching by deeds. Mentoring becomes part of a personal ministry as both a process and a skill — listening, being in the moment with the mentee and responding from your heart and experience to their needs.

INTERVIEW WITH KATY DICKINSON

How can a program like the Outcomes Mentoring Network benefit organizations that want to equip next generation leaders?

Mentoring is addictive. After having experienced a well-run mentoring program, where their time and experience are respected and making a difference, most mentors say that they learn more than their mentees and want to mentor again and again. The mentors' motivation drives the success of the program.

CLA's Outcomes Mentoring Network provides a structured environment for professional mentoring in a context of Christian faith. The most valuable mentoring benefits to both the organization and the participants develop over time, sometimes over many years. Creating and supporting a stable, cyclic and formal mentoring culture benefits CLA, the mentors, the mentees and their home organizations. Outcomes Mentoring Network helps experienced mentors pay it forward — to help others as they were helped and to grow future leaders. Learn more at (OutcomesMentoring.org)

Learn more about "Best Practices for Mentoring Programs" on Katy's blog: (katysblog.wordpress.com)

Milestones

APPOINTED

FRANK LOFARO as the new CEO of Prison Fellowship International. Since 2012, Lofaro has overseen Prison Fellowship International's planning, development and operations. He previously served as president and CEO of Christian Leadership Alliance.

APPOINTED

Former U.S. Rep. **FRANK WOLF** as the Baylor University Jerry and Susan Wilson Chair in Religious Freedom. Wolf who served in Congress from 1980 through his retirement on Jan. 3, 2015, is noted for defending religious freedom.

APPOINTED

MARK GALLI as editor-in-chief of all *Christianity Today* publications. Galli has spent more than 20 years with CT publications.

HEADLINES:

Azusa Pacific University College Launches New M.A. in Executive Leadership

Azusa Pacific University College has just launched a new Master of Arts in Executive Leadership online degree. This M.A. in Executive Leadership is designed to provide the experienced executive with fundamental leadership skills and theoretical principles that work within organizations at the senior leadership levels.

"Being a leader is a dynamic and noble calling. Executive leaders, those called to be accountable for the future of organizations, must continually cultivate their personal skills and knowledge to positively impact their organization," said Dr. John Reynolds, chancellor and CEO, Azusa Pacific University College. "Our new M.A. in Executive Leadership program offers executives the unique opportunity to develop key skills, behaviors and attitudes needed to successfully lead every facet of their organization. Integrating a Christian worldview, and utilizing their own organization's needs into their program, leaders can immediately apply their learning into their organization, continuing to transform their organization for Christ's kingdom."

This online degree program features nine classes at four units each (36 units). Each course meets for eight weeks. Learners choose from the