

National Center for  
**Family♥Professional Partnerships**



**Leadership is a Journey**  
**Knowing Yourself as a Leader: Part 2**

04/18/2018

Presented by Johanna Bergan and Madeline Zielinski

*Welcome! We will begin shortly. Phone lines are muted but will be opened for Q&A at several points throughout the presentation.*

*Please use the mute button on your phone when not speaking. (Note: Audio is NOT broadcast through the computer; you must dial-in/dial-out via phone to access the audio)*



**YOUTH MOVE NATIONAL™**

# **motivating others through voices of experience**

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A Youth MOVE National Presentation

# Leadership is a Journey

**Knowing Yourself as a Leader: Part Two**

*Johanna Bergan and Madeline Zielinski*

April 18, 2018

# Welcome!

- Name
- Role/Location
- Icebreaker
- Poll Question



# Review of Part One

- The Value of Lived Experience as a Leader
- Find Your purpose
- The Eight Views of Leadership
- Collective Leadership

# Elements of Youth Leadership Framework

- Step 1: Assessment and Development of Individual Leadership Plan
- Step 2: Knowledge Development
- Step 3: Application and Skill Development
- Mentoring/Coaching
- Engaging in a Youth and Young Adult Leadership Support Network

# Assessments for Individual Leadership Planning

- Identify individual skills
- Assess individual strengths, leadership styles, and assets.
- Allows plan to be tailored to your personal strengths and characteristics.

# Assessments for Individual Leadership Planning

- Provide information that help individuals increase self-awareness
- Information gained can provide the foundation for a solid leadership development plan
- Reports can be used as a basis for coaching and mentoring
- Choose assessments based on your need and budget



# Assessments for Individual Leadership Planning

- Leadership area or skill addressed by the assessment tool
- Costs: these vary from “free” to several hundred dollars, and costs can be charged for one individual or an entire group or organization
- Type of administration
  - Self-administered paper survey
  - Self-administered web-based survey
  - Administration and certification by a certified individual, coach, or organization (usually costs extra)
- Type and usefulness of reports and/or coaching provided

# Assessment Examples

- 360 degree
- Personality
- Conflict Style
- Communication styles
- Self-care
- Influencing strategies
- Learning styles
- Implicit Basis
- Strengths Finder
- DISC Survey
- And more:  
<http://www.greatleadershipbydan.com/2008/06/guide-to-leadership-assessments.html>

# Coaches and Mentors

Poll

# So What Is Mentoring?

The Merriam-Webster dictionary defines mentor as a **trusted counselor or guide**. A mentor is an individual, usually older, always more experienced, who **helps guide another** individual's development.

The mentor's role is to guide, to give advice, and to support the mentee. *“A mentor can help a person (mentee) improve his or her abilities and skills through observation, assessment, modeling, and by providing guidance.”*

# But What's the Big Deal About Mentoring???

- We're new in our youth leadership roles
- Organizations are not always 100% supportive of youth run initiatives (#truth)
- Your leadership journey needs thought and practice – Mentors help you reflect on this process
- Working in systems change is HARD - leadership in this space calls for extra attention and care



# Mentoring and Coaching

Mentoring	Coaching
Enhance the knowledge, skills, and abilities of individuals	
Mentors are seen as experts, information is offered in a one directional way	Coaches are seen as facilitators, information comes from the youth
Expertise focused	Process focused
Focus on exploration and individual development	Focus on tasks and productivity

*Forbes/CEO Network: The Difference Between Coaching and Mentoring:*

<http://www.forbes.com/sites/infosys/2011/12/20/business-leadership-for-smarter-org-2/#2715e4857a0b2ea43f9406f2>

# Mentoring

- Mentorship is not:
  - Friendship
  - Sponsorship
  - Supervisory
- Elements of Successful Mentorship:
  - Mutual Respect
  - Trust
  - Partnership
  - Commitment

# Mentorship Process

## 1. Planning

- Determine goals of the task or session
- Clarify the roles of those involved in the task or session
- List the actions of those involved in the task or session
- Itemize the challenges and opportunities Identify what successful completion of the task or session would look like

## 2. Observation

- Mentor observes and gathers information on how well the plan is working
- Information is shared with reflective conversation

## 3. Reflective Conversation

- Mentor summarizes and gives feedback on the information
- Mentee responds to the mentor's summary and feedback
- Discussion helps to reflect on learnings and how to transfer these learnings into next steps

# Mentoring Roles and Responsibilities

- Meetings and Communication
  - Set realistic expectations
  - Meet regularly and communicate in between
- Knowledge and Experience
  - Share your experience as a leader
  - Assist in networking and new relationships in school, work, and community
- Application
  - Reinforce lessons taught in training, through discussion, assignments, and activities
- Development/Coaching/Feedback
  - Listen, coach, and provide honest feedback
  - Discuss new learning and how to apply them in situations
  - Assist the mentee in identifying strengths and development areas

# Mentee Roles and Responsibilities

- Meetings and Communication
  - Set realistic expectations
  - Attend and be prepared
  - Meet regularly and communicate in between
- Knowledge and Experience
  - Be open to the information your mentor shares
  - Ask questions and communicate honestly
- Application
  - Review opportunities and ask your mentor for feedback
  - Seek new ways to use information and skills, and ask your mentor for suggestions
  - Follow up on items from your meetings
- Development/Coaching/Feedback
  - Identify strengths and development areas with your mentor
  - Develop a plan
  - Communicate challenges clearly and regularly
  - Seek and be open to guidance on how to use new leadership knowledge to grow



# Things to Consider

- What do you hope to gain from this relationship?
- What role do you expect the mentor/mentee to play?
- What areas of experience will be most beneficial to each?
- What would we like the regular meeting schedule to be (length, time, frequency)?
- Are there any ground rules we would like to set (e.g., confidentiality, communications)?
- What is the best way to reach each other?
- What challenges might arise and how will we address them?

# What Comes Next

- Continued exploration of ourselves as leaders
- What are your personal values?
  - How do values affect how we lead?
- What is your culture?
  - How does culture affect your leadership style?

# Resources

- [Guide to Leadership Assessments Blog](#)
- [Community Tool Box's Building Leadership Toolkit: Section 1](#)
- [Leadership Assessment Tool Inventory, Kellogg School of Management](#)
- [Emerging Leaders: Build Versus Buy, An Oracle White Paper](#)
- [Strengths Finder 2.0](#)

# Thanks for joining us!

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# Thanks for hanging out.

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