

## Study Guide Mentor

Many believers settle for a spiritual routine that lacks God's presence. But what they truly want, and truly need, is a dynamic, vital, and intimate relationship with God. Here Wayne Cordeiro gently but directly shows readers how to move from routine to relationship--from mundane actions to fresh encounters--by learning to hear Him speak to them through the Bible. Through stories, lessons, and anecdotes, Cordeiro equips readers to listen to the promptings of the Holy Spirit as they read God's Word, enabling them to transform their daily quiet time with the Lord.

Everyone who wants a fulfilling career needs a mentor -- someone who has seen it all before, someone who can share hard-won experiences and teach valuable lessons. In this expanded and enhanced version of his best-selling book, *Monday Morning Leadership*, David Cottrell packs all of the wisdom of his wide-ranging business experience into this inspirational story. Cottrell introduces us to Jeff, a successful corporate manager who has hit a major wall. Jeff has been leading his team, quarter after quarter, to great sales and better profits for several years -- until now. The tricks that used to work wonders have lost their magic; Jeff is in a slump and is at a loss to find his way out of it. Overworked, stressed, and feeling that his personal and professional lives are at risk, Jeff reaches out to the father of a college buddy, a retired and tremendously accomplished former executive named Tony. Tony and Jeff agree to meet every Monday for ten weeks to work through Jeff's problems and get his career back on track. In the course of these intimate sessions, Jeff discovers the secrets of real leadership: "Until I accept total responsibility -- no matter what -- I will not be able to put plans in place to accomplish my goals." And, "My success is the result of making better choices and recovering quickly from poor choices." Tony leads Jeff through tough lessons in how to manage his people, how to manage his own time, how to manage his superiors, and how to escape from "management land." Most of all, Jeff learns that his success is intimately bound with the success of his people and that tolerating lackluster performance in himself and others on the team only leads to discontent from his most prized and productive employees. Through Jeff's mentoring sessions, the reader meets a character of integrity who dispenses homespun but effective wisdom. Spend time with Tony and Jeff at their Monday morning meetings, and you will find yourself on the road to becoming a better leader and being more successful at work.

The United States is abundantly rich in adults with "know how." By connecting mentors -- educated adults with expertise and knowledge -- with mentees -- teens and young adults who lack motivation, experience, and role models in their lives -- we can begin to close this gap dramatically. We can prepare the next generation for the jobs of tomorrow by adding real-world, project based experience to their education. *Teach to Work* is a call to action for mentors currently sitting on the sidelines. Whether you are a banker, lawyer, architect, accountant, engineer, IT specialist, or artist, you have the experience and skillset to become an ambassador of talent, grit, and transferable skills. The book provides a step-by-step guide to help professionals share their knowledge with the next generation of workers through this intergenerational experience. Based on Alper's fifteen years of mentoring inner-city high-school students, *Teach to Work* proves how corporations, professionals, and boomers can have a significant impact on the professional future of America's youth. Drawing from real-life stories and letters received from students, teachers, and fellow mentors describing pride of accomplishment, Alper helps professionals embark on this journey to transform lives, mentoring one student at a time.

This study is both a practical and spiritual guide to biblical mentoring, providing easy-to-model life application for how to have and be a mentor. Mentoring is a vital aspect of true discipleship, and it all begins with a desire to grow.

This guide offers helpful advice on how teachers, administrators, and career advisers in science and engineering can become better mentors to their students. It starts with the premise that a successful mentor guides students in a variety of ways: by helping them get the most from their educational experience, by introducing them to and making them comfortable with a specific disciplinary culture, and by offering assistance with the search for suitable employment. Other topics covered in the guide include career planning, time management, writing development, and responsible scientific conduct. Also included is a valuable list of bibliographical and Internet resources on mentoring and related topics.

A pocket mentor for the early career academic learning to strategically navigate the demands of an academic role, this book is a friendly and constructive companion providing hands-on advice about how to balance teaching responsibilities alongside other duties. More than just a 'how to', the text is a timely commentary on changes in higher education. Discussing contemporary developments and offering guidance on how to negotiate this evolving climate, the book uniquely captures the political, social, economic and cultural forces at play, taking into account the issues which influence and shape an academic's career trajectory. Organised around the three main tasks within a conventional academic post -- teaching, research and administration -- the book includes tips, pauses for thought, author reflections and sources for further reading, and provides insight to help the reader reflect on what they are doing, why, and where to go next in their career. Crucially, it shows that in order to survive and flourish, the early career academic needs to take a strategic view as to their function, purpose and contribution both inside and beyond the intellectual establishment. From establishing a research niche to getting stuck into administration *Survive and Thrive* empowers the early career academic, helping them to build their academic reputation both internally and externally and maintain a sense of personal fulfilment and accomplishment within an increasingly commercialised environment.

In many churches today, it feels as if the presence of the Holy Spirit and His vital ministry have grown old-fashioned.

Congregations everywhere are void of the operation of His gifts. As a result, believers young and old long for but don't receive His work in their lives.

2018 Newbery Honor Book and Coretta Scott King Author Award Winner 'Important and deeply moving' JOHN GREEN 'Timely and timeless' JACQUELINE WOODSON Jade is a girl striving for success in a world that seems like it's trying to break her. She knows she needs to take every opportunity that comes her way. And she has: every day Jade rides the bus away from her friends to a private school where she feels like an outsider, but where she has plenty of opportunities. But some opportunities Jade could do without, like the mentor programme for 'at-risk' girls. Just because her mentor is black doesn't mean she understands where Jade is coming from. Why is Jade always seen as someone to fix? But with a college scholarship promised at the end of it, how can Jade say no? Jade feels like her life is made up of hundreds of conflicting pieces. Will it ever fit together? Will she ever find her place in the world? More than anything, Jade just wants the opportunity to be real, to make a difference. NPR's Best Books of 2017 A 2017 New York Public Library Best Teen Book of the Year Chicago Public Library's Best Books of 2017 A School Library Journal Best Book of 2017 Kirkus Reviews' Best Teen Books of 2017 2018 Josette Frank Award Winner

Mentoring is a calling fit for every woman, whether she is seeking to impact her own children or reach out to the community beyond the walls of her home. But knowing how to effectively speak into the life of the next generation isn't always easy. The tools found within this study guide, which are built off the principles shared in "Impact My Life: Biblical Mentoring Simplified," will enable women in every season of life to discover that they are equipped by God to mentor biblically as they follow Christ distinctly. This study guide is also the foundational curriculum utilized by the M2B Mentoring Training Courses available through More to Be ([www.moreto.be.com](http://www.moreto.be.com)).

The ultimate guide for current and aspiring school mentors. Whether a recently qualified teacher who has taken on their first mentee or a professional mentor who is responsible for groups of trainees and teachers in the early years of their careers, this book explores what effective mentoring is and how to succeed in the role. The book:

- Provides a framework for school-based mentors to work within.
- Outlines the key skills and qualities of effective in-school mentors.
- Supports mentors to build confidence and raise the status of their role.
- Brings greater coherence and consistency to school-based mentoring for trainee and beginning teachers.

When it comes to mentoring, women face more barriers than men. Here's how men can help change that. Increasingly, new employees and junior members of any profession are encouraged--sometimes stridently--to "find a mentor!" Four decades of research reveals that the effects of mentorship can be profound and enduring; strong mentoring relationships have the capacity to transform individuals and entire organizations. But the mentoring landscape is unequal. Evidence consistently shows that women face more barriers in securing mentorships than men, and when they do find a mentor, they may reap a narrow range of both professional and psychological benefits. Athena Rising is a book for men about how to eliminate this problem by mentoring women deliberately and effectively. Traditional notions of mentoring are modeled on male-to-male relationships, yet women often report a desire for mentoring that addresses their interpersonal needs. Women want mentors who not only understand this, but truly honor it. Coauthors W. Brad Johnson and David G. Smith present a straightforward, no-nonsense manual for men working in all types of institutions, organizations, and businesses to become excellent mentors to women, because as women succeed, lean in, and assume leading roles in any organization or work context, the culture will become more egalitarian, effective, and prone to retaining top talent.

Drawing on the author's extensive experience training mentors, *The Mentor's Way* outlines eight rules for engaging in a mentoring relationship. Nemanick examines the ways in which mentoring differs from managing or leading, and details the various roles of the mentor as a role model, motivator, confidant, coach, and more. Readers will learn how to develop successfully in each of these roles while helping a protégé to develop his or her own skills. Clear and elegant chapters, each prefaced with a real-world example, emphasize to readers that their role as a mentor lies in listening and responding to a protégé's individual strengths and needs. Special attention is paid to creating a safe space, displaying empathy, and fielding a protégé's questions while knowing what to ask as a mentor. The author takes the anxiety out of the mentorship journey, accompanying practical insight with chapter exercises that are designed to help readers use their own experiences to identify best practice. Suggested topics for difficult mentor/protégé conversations allow readers to facilitate a stronger, more open relationship with their protégé. This practical guide will provide mentors with the toolkit they need to get the most out of a relationship with their protégés.

Everyone desires deep, meaningful connection with others. Everyone. But to mentor or to be mentored can change the course of your life. Something powerful happens when you do life with someone who's in a position to spiritually lead and influence you--or when you do the same for others. Join author Chuck Lawless as he defines and explores mentoring as a God-given relationship in which one growing believer encourages and equips another to reach his or her potential as a disciple. Drawing from biblical examples like Jesus with His disciples and Paul with Timothy, Lawless examines the life-transforming process of a mentoring relationship--a vital aspect of true discipleship. And it all begins with a desire to grow. Are you ready? Book jacket.

Mentor's/Teachers Edition for Guided Reading Activities

Here's what women are saying about Apples of Gold . . . "The lessons were awesome! God knew I needed to be there. My heart overflows with joy." K.B., Michigan "In your kitchen I learned about seasoning food. In your living room I reacquainted myself with the seasoning work of the Holy Spirit." S.O., Michigan "The program gives value to women who are homemakers and wives. The Bible study and cooking lessons improved my perspective on staying home with children. . . . The program is a good eye-opener and refresher to what is really important: God, husband, children, family, and friends." D.S, Minnesota "So many positive things have happened in my life since, and because of, my Apples of Gold summer. Much confidence was gained that went far beyond the kitchen. . . . This was truly a life changing experience!" L.D., Michigan "God knew I needed Apples of Gold. It is probably inconceivable to you to know how you and the mentors have touched the lives of Apples of Gold moms!" L.C., Michigan "I loved being with older women, finding out how much we have in common, and building relationships with a different generation." J.R., Michigan "Apples of Gold makes you focus on what is really important in your life. We discussed subjects I was not familiar with, like the real meaning of submission and purity. It certainly has changed the way I feel about them." D.H., Minnesota "Apples of Gold takes the warm atmosphere of the home and teaches how to extend it beyond the immediate family." Gail Hover Ledbetter  
Author, Family Fragrance

We all experience times of hiddenness, when our potential is unseen and our abilities unapplauded. This book redeems those times by reminding us that though we often want to rush through these anonymous seasons of the soul, they hold enormous power to cultivate character traits that cannot be developed any other way!

**PRAISE FOR THE MENTEE'S GUIDE** "The Mentee's Guide inspires and guides the potential mentee, provides new insights for the adventure in learning that lies ahead, and underscores my personal belief and experience that mentoring is circular. The mentor gains as much as the mentee in this evocative relationship. Lois Zachary's new book is a great gift." —Frances Hesselbein, chairman and founding president, Leader to Leader Institute "Whether you are the mentee or mentor, born or made for the role, you will gain much more from the relationship by practicing the fun and easy A-to-Z principles of *The Mentee's Guide* by the master of excellence, Lois Zachary." —Ken Shelton, editor, Leadership Excellence "With this deeply practical book filled with stories and useful exercises, Lois Zachary completes her groundbreaking trilogy on mentoring. Must-reading for those in search of a richer understanding of this deeply human relationship as well as anyone seeking a mentor, whether for new skills, job advancement, or deeper wisdom." —Laurent A. Parks Daloz, senior fellow, the Whidbey Institute, and author, *Mentor: Guiding the Journey of Adult Learners*

On Being a Mentor A Guide for Higher Education Faculty, Second Edition Routledge

The Mentor's Guide is for the mentoring elder only. Because elders are busy men, and many do not have the time or adequate resources to

prepare for mentoring, this guide provides the mentoring elder with extensive answers to all the questions in the Study Guide and practical mentoring tips.

Women in all seasons of life can feel alone, longing for encouragement, guidance, and wisdom from someone who has been there before. They would value the wealth of knowledge and wisdom from older women's experiences, but often these women don't feel equipped to offer help. This book is a starting place, meant to be a springboard for mentoring discussions between older and younger women, setting the biblical basis for mentoring from Titus 2 before outlining 11 lessons that guide their time together. Each lesson focuses on a topic such as God's word, prayer, contentment, temptation, and church, with activities for before, during, and after the mentoring session. Younger and older women will grow together as they use these lessons to walk through life together.

Written for staff in schools and colleges, this book offers the challenge and support necessary to understand, analyze and adopt coaching, mentoring and peer-networking mechanisms as an essential part of the development of professional learning within an organisation. Drawing on the new national strategy for professional development, it emphasises the importance of learning with and from other colleagues, helping your organisation to become a professional learning community and supporting the drive to raise standards and attainment. Organised into nine distinct but interrelated chapters, this is an invaluable sourcebook of practical information for in-service training. It contains a range of stimulating activities which engage the reader and encourages reflection on: \* the nature and importance of professional development in schools and colleges \* the potential benefits and difficulties associated with coaching, mentoring and peer-networking \* factors essential to the successful establishment and management of coaching and mentoring programmes \* team leadership and leadership coaching \* the role of the coach, mentor and networker with respect to the creation of professional learning communities.

Mentorship is a catalyst capable of unleashing one's potential for discovery, curiosity, and participation in STEMM and subsequently improving the training environment in which that STEMM potential is fostered. Mentoring relationships provide developmental spaces in which students' STEMM skills are honed and pathways into STEMM fields can be discovered. Because mentorship can be so influential in shaping the future STEMM workforce, its occurrence should not be left to chance or idiosyncratic implementation. There is a gap between what we know about effective mentoring and how it is practiced in higher education. The Science of Effective Mentorship in STEMM studies mentoring programs and practices at the undergraduate and graduate levels. It explores the importance of mentorship, the science of mentoring relationships, mentorship of underrepresented students in STEMM, mentorship structures and behaviors, and institutional cultures that support mentorship. This report and its complementary interactive guide present insights on effective programs and practices that can be adopted and adapted by institutions, departments, and individual faculty members.

Patterned after Strunk and White's classic *The Elements of Style*, this new edition concisely summarizes the substantial existing research on the art and science of mentoring. *The Elements of Mentoring* reduces this wealth of published material on the topic to the sixty-five most important and pithy truths for supervisors in all fields. These explore what excellent mentors do, what makes an excellent mentor, how to set up a successful mentor-protégé relationship, how to work through problems that develop between mentor and protégé, what it means to mentor with integrity, and how to end the relationship when it has run its course. Succinct and comprehensive, this is a must-have for any mentor or mentor-to-be.

In this fully revised and expanded third edition of the bestselling *Reciprocal Teaching at Work*, Lori D. Oczkus provides both tried-and-true and fresh solutions for teaching reading comprehension. Reciprocal teaching is a scaffolded discussion technique that builds on the Fab Four strategies that good readers use to understand text: predicting, questioning, clarifying, and summarizing. With a focus on these four evidence-based and classroom-tested strategies, Oczkus presents new ways to use reciprocal teaching to improve students' comprehension while actively engaging them in learning and encouraging independence. Appealing to students and teachers alike, reciprocal teaching encompasses social aspects of teaching and learning with modeling, think-alouds, and discussion. This helpful guide is packed with fresh material, including \* More than 40 new and updated step-by-step lessons and minilessons that reflect current thinking and best practice. \* Dozens of rich suggestions for diving into informational texts. \* Updated research and relevant results that show the effectiveness of reciprocal teaching. \* Creative and targeted tips that capitalize on the specific benefits of whole-class settings, guided reading groups, and literature circles. \* Ideas for differentiating instruction for struggling readers and English language learners. \* New and newly designed support materials, including reproducibles, posters, bookmarks, and a lesson planning menu. With a wealth of ideas to get you started—and keep you going—this is the all-inclusive resource you need to help students become active, engaged, and independent readers who truly comprehend what they read. Reviews and Testimonials "Literacy coach and author Lori Oczkus knows how to take the best of what works from long-established research and showcase it to make teaching and learning more effective, engaging, and enjoyable. In her latest edition of *Reciprocal Teaching at Work*, she demonstrates how to scaffold instruction so that all K–12 students can benefit from reciprocal teaching techniques, what she calls the "Fab Four"—predicting, questioning, clarifying, and summarizing—in whole-group, guided reading, and book club settings, for both fiction and informational texts. In clearly delineated lessons and minilessons, Lori deftly shares how to support students' learning, including English language learners and students who struggle, so they can successfully apply and monitor those four discussion strategies—as well as troubleshoot problems—to yield significant progress in their reading comprehension. Filled with great practical ideas, this gem of a book is a must-have for all literacy educators!" —Regie Routman, author of *Read, Write, Lead; Literacy Essentials*, and *Reading Essentials* "Reciprocal teaching works to push students into deeper learning. There are decades of research on the impact of this instructional approach, and this book shows you how to implement and refine the practice such that all students succeed." —Doug Fisher, author of *Checking for Understanding and Visible Learning for Literacy* "One of the great instructional research discoveries of the past three decades has been the efficacy of reciprocal teaching for improving student learning and reading comprehension. More than anyone, Lori Oczkus has explored practical ways for making reciprocal teaching an integral part of nearly any classroom setting. This current work by Lori represents the epitome of her work in translating reciprocal teaching research into practice. Readers will find this immensely readable book filled with strategies that can be easily implemented and that will improve student learning. If you are interested in improving your students' reading achievement, you need to read this book!" —Timothy Rasinski, author of *The Fluent Reader and Close Reading with Paired Texts* "In this new edition of *Reciprocal Teaching at Work*, Lori Oczkus offers new thinking while reinforcing the best practices that make her ideas timeless. Through these engaging lessons and smart instructional moves, you will empower your students to build the confidence and competence they need to become strong, independent readers." —Donalyn Miller, author of *The Book Whisperer* "On every page of this book, in every activity and plan, the voice of a gifted and empowering teacher inspires the reader. In a major revision of her classic work, Lori Oczkus engages the immediacy and demands of today's classrooms with the most robust constellation of strategies for teaching comprehension. She compellingly demonstrates how the "Fab Four" are engaged across the grades, and she powerfully scaffolds, supports, and reassures teachers in their efforts to incorporate reciprocal teaching across a broad communication, textual, and digital terrain." —Shane Templeton, Foundation Professor Emeritus of Literacy Studies University of Nevada, Reno, NV

Find the right person to help supercharge your career. Whether you're eyeing a specific leadership role, hoping to advance your skills, or simply looking to broaden your professional network, you need to find someone who can help. Wait for a senior manager to come looking for you—and you'll probably be waiting forever. Instead, you need to find the mentoring that will help you achieve your goals. Managed correctly, mentoring is a powerful and efficient tool for moving up. The HBR Guide to Getting the Mentoring You Need will help you get it right. You'll learn how to:

- Find new ways to stand out in your organization
- Set clear and realistic

development goals • Identify and build relationships with influential sponsors • Give back and bring value to mentors and senior advisers • Evaluate your progress in reaching your professional goals

"This book is a practical guide to using mentor texts in the teaching of writing in middle and high school classrooms"--

This practical guide helps mentors of new science teachers in both developing their own mentoring skills and providing the essential guidance their trainees need as they navigate the rollercoaster of the first years in the classroom. Offering tried-and-tested strategies based on the best research, it covers the knowledge, skills and understanding every mentor needs and offers practical tools such as lesson plans and feedback guides, observation sheets and examples of dialogue with trainees. Together with analytical tools for self-evaluation, this book is a vital source of support and inspiration for all those involved in developing the next generation of outstanding science teachers. Key topics explained include: • Roles and responsibilities of mentors • Developing a mentor—mentee relationship • Guiding beginning science teachers through the lesson planning, teaching and self-evaluation processes • Observations and pre- and post-lesson discussions and regular mentoring meetings • Supporting beginning teachers to enhance scientific knowledge and effective pedagogical practices • Building confidence among beginning teachers to cope with pupils' contingent questions and assess scientific knowledge and skills • Supporting beginning teachers' planning and teaching to enhance scientific literacy and inquiry among pupils • Developing autonomous science teachers with an attitude to promote the learning of science for all the learners Filled with tried-and-tested strategies based on the latest research, *Mentoring Science Teachers in the Secondary School* is a vital guide for mentors of science teachers, both trainee and newly qualified, with ready-to-use strategies that support and inspire both mentors and beginning teachers alike.

As a mentor you must be many things: role model, expert, advocate, cheerleader, enforcer and friend. Plus you must make a positive, lasting difference to the knowledge, skills and prospects of your mentee. So, being a mentor is a big responsibility. But with *The Mentoring Manual*, getting it right is easy. Based on methods developed - and proven - in business, this highly practical book will show you how mentoring works, take you step-by-step through everything you need to know and do, and show you how both parties can get the best from the relationship. • Understand what mentoring really is and how to do it well • Feel fully confident in your ability to be a great mentor • Develop key skills like listening, collaboration and coaching • Help your mentee feel more knowledgeable, confident and valued • Pass on your skills, experience and expertise to colleagues and contacts Get the most from mentoring: help your mentee, develop your skills and make a positive difference "A breath of fresh air compared with many books on coaching and mentoring. The process of mentoring and the potential pitfalls are presented in a clear and challenging way."

David Megginson, Emeritus Professor of HRD, Sheffield Hallam University "A clear, pragmatic and accessible guide for mentors."

Professor David Clutterbuck, author, speaker, and co-founder of the European Mentoring and Coaching Council

This study guide will help you to help others in your mentoring or counseling ministry. It can be used as homework or a guide to your mentoring/counseling sessions (or a small group.) It includes general Bible Study methods along with topical studies that you choose according to your need. You and the women you help - all people for that matter - struggle in life due to both sin and suffering. Have you or has someone you know ever battled: Depression? Anxiety, worry, stress, fear? Addictions or strongholds? Anger? Difficulty making decisions? Insecurity and the fear of man? Relationship conflict? Guilt, shame and regret? Loss and grief? Parenting difficulties? Victimization? Because of the Gospel, and through God's Word, there is HOPE. This Mentor's Study Guide for women is designed to help you and help you to help others to think Biblically and to apply the Gospel and God's Word to life's struggles.

It's been a decade since Lynne Dorfman and Rose Cappelli wrote the first edition of *Mentor Texts* and helped teachers across the country make the most of high-quality children's literature in their writing instruction. In the second edition of this important book Lynne and Rose show teachers how to help students become confident, accomplished writers by using literature as their foundation. The second edition includes brand-new "Your Turn Lessons," built around the gradual release of responsibility model, offering suggestions for demonstrations and shared or guided writing. Reflection is emphasized as a necessary component to understanding why mentor authors chose certain strategies, literary devices, sentence structures, and words. Lynne and Rose offer new children's book titles in each chapter and in a carefully curated and annotated Treasure Chest. At the end of each chapter a "Think About It--Talk About It--Write About It" section invites reflection and conversation with colleagues. The book is organized around the characteristics of good writing--focus, content, organization, style, and conventions. Rose and Lynne write in a friendly and conversational style, employing numerous anecdotes to help teachers visualize the process, and offer strategies that can be immediately implemented in the classroom. This practical resource demonstrates the power of learning to read like writers.

This book introduces the concept of critical mentoring, presenting its theoretical and empirical foundations, and providing telling examples of what it looks like in practice, and what it can achieve. At this juncture when the demographics of our schools and colleges are rapidly changing, critical mentoring provides mentors with a new and essential transformational practice that challenges deficit-based notions of protégés, questions their forced adaptation to dominant ideology, counters the marginalization and minoritization of young people of color, and endows them with voice, power and choice to achieve in society while validating their culture and values. Critical mentoring places youth at the center of the process, challenging norms of adult and institutional authority and notions of saviorism to create collaborative partnerships with youth and communities that recognize there are multiple sources of expertise and knowledge. Torie Weiston-Serdan outlines the underlying foundations of critical race theory, cultural competence and intersectionality, describes how collaborative mentoring works in practice in terms of dispositions and structures, and addresses the implications of rethinking about the purposes and delivery of mentoring services, both for mentors themselves and the organizations for which they work. Each chapter ends with a set of salient questions to ask and key actions to take. These are meant to move the reader from thought to action and provide a basis for discussion. This book offers strategies that are immediately applicable and will create a process that is participatory, emancipatory and transformative.

At a time when college completion is a major issue, and there is particular concern about the retention of underserved student populations, peer mentoring programs offer one solution to promoting student success. This is a comprehensive resource for creating, refining and sustaining effective student peer mentoring programs. While providing a blueprint for successfully designing programs for a wide range of audiences - from freshmen to doctoral students - it also offers specific guidance on developing programs targeting three large groups of under-served students: first-generation students, international students and student veterans. This guidebook is divided into two main sections. The opening section begins by reviewing the issue of degree non-completion, as well as college adjustment challenges that all students and those in each of the targeted groups face. Subsequent

chapters in section one explore models of traditional and non-traditional student transition, persistence and belonging, address what peer mentoring can realistically achieve, and present a rubric for categorizing college student peer-mentoring programs. The final chapter in section one provides a detailed framework for assessing students' adjustment issues to determine which ones peer mentoring programs can appropriately address. Section two of the guidebook shifts from the theoretical to the practical by covering the nuts and bolts of developing a college student peer-mentoring program. The initial chapter in section two covers a range of design issues including establishing a program timeline, developing a budget, securing funding, getting commitments from stakeholders, hiring staff, recruiting mentors and mentees, and developing policies and procedures. Subsequent chapters analyze the strengths and limitations of different program delivery options, from paired and group face-to-face mentoring to their e-mentoring equivalents; offer guidance on the creation of program content and resources for mentors and mentees, and provide mentor training exercises and curricular guidelines. Section two concludes by outlining processes for evaluating programs, including setting goals, collecting appropriate data, and methods of analysis; and by offering advice on sustaining and institutionalizing programs. Each chapter opens with a case study illustrating its principal points. This book is primarily intended as a resource for student affairs professionals and program coordinators who are developing new peer-mentoring programs or considering refining existing ones. It may also serve as a text in courses designed to train future peer mentors and leaders.

Now a Netflix film starring and directed by Chiwetel Ejiofor, this is a gripping memoir of survival and perseverance about the heroic young inventor who brought electricity to his Malawian village. When a terrible drought struck William Kamkwamba's tiny village in Malawi, his family lost all of the season's crops, leaving them with nothing to eat and nothing to sell. William began to explore science books in his village library, looking for a solution. There, he came up with the idea that would change his family's life forever: he could build a windmill. Made out of scrap metal and old bicycle parts, William's windmill brought electricity to his home and helped his family pump the water they needed to farm the land. Retold for a younger audience, this exciting memoir shows how, even in a desperate situation, one boy's brilliant idea can light up the world. Complete with photographs, illustrations, and an epilogue that will bring readers up to date on William's story, this is the perfect edition to read and share with the whole family.

*On Being a Mentor* is the definitive guide to the art and science of engaging students and faculty in effective mentoring relationships in all academic disciplines. Written with pithy clarity and rooted in the latest research on developmental relationships in higher educational settings, this essential primer reviews the strategies, guidelines, and best practices for those who want to excel as mentors. Evidence-based advice on the rules of engagement for mentoring, mentor functions, qualities of good mentors, and methods for forming and managing these relationships are provided. Summaries of mentorship relationship phases and guidance for adhering to ethical principles are reviewed along with guidance about mentoring specific populations and those who differ from the mentor in terms of sex and race. Advice about managing problem mentorships, selecting and training mentors, and measuring mentorship outcomes and recommendations for department chairs and deans on how to foster a culture of excellent mentoring in an academic community is provided. Chalk full of illustrative case-vignettes, this book is the ideal training tool for mentoring workshops. Highlights of the new edition include: Introduces a new model for conceptualizing mentoring relationships in the context of the various relationships professors typically develop with students and faculty (ch. 2). Provides guidance for creating a successful mentoring culture and structure within a department or institution (ch. 16). Now includes questions for reflection and discussion and recommended readings at the end of each chapter for those who wish to delve deeper into the content. Best Practices sections highlight the key takeaway messages. The latest research on mentoring in higher education throughout. Part I introduces mentoring in academia and distinguishes mentoring from other types of relationships. The nuts and bolts of good mentoring from the qualities of those who succeed as mentors to the common behaviors of outstanding mentors are the focus of Part II. Guidance in establishing mentorships with students and faculty, the common phases of mentorship, and the ethical principles governing the mentoring enterprise is also provided. Part III addresses the unique issues and answers to successfully mentoring undergraduates, graduate students, and junior faculty members and considers skills required of faculty who mentor across gender and race. Part IV addresses management of dysfunctional mentorships and the documentation of mentorship outcomes. The book concludes with a chapter designed to encourage academic leaders to make high quality mentorship a salient part of the culture in their institutions. Ideal for faculty or career development seminars and teaching and learning centers in colleges and universities, this practical primer is appreciated by professors, department chairs, deans, and graduate students in colleges, universities, and professional schools in all academic fields including the social and behavioral sciences, education, natural sciences, humanities, and business, legal, and medical schools.

Who's pulling for you? Who's got your back? Who's putting your hat in the ring? Odds are this person is not a mentor but a sponsor.

Mentors can build your self-esteem and provide a sounding board—but they're not your ticket to the top. If you're interested in fast-tracking your career, what you need is a sponsor—a senior-level champion who believes in your potential and is willing to advocate for you as you pursue that next raise or promotion. In this powerful yet practical book, economist and thought leader Sylvia Ann Hewlett—author of ten critically acclaimed books, including the groundbreaking *Off-Ramps and On-Ramps*—shows why sponsors are your proven link to success. Mixing solid data with vivid real-life narratives, Hewlett reveals the “two-way street” that makes sponsorship such a strong and mutually beneficial alliance. The seven-step map at the heart of this book allows you to chart your course toward your greatest goals. Whether you're looking to lead a company or drive a community campaign, *Forget a Mentor, Find a Sponsor* will help you forge the relationships that truly have the power to deliver you to your destination.

*Mentoring Teachers in the Primary School* helps mentors of trainee and newly qualified primary school teachers to both develop their own mentoring skills and provide the essential guidance their beginning teachers need as they navigate the roller-coaster of the first years in the classroom. Offering tried and tested strategies based on the best research, it covers the knowledge, skills and understanding every mentor needs. Together with tools for self-evaluation, this book is a vital source of support and inspiration for all those involved in developing the next generation of outstanding teachers. Key topics for primary mentors include: the role of the mentor, mentoring relationships, mentoring in specialist areas, mentoring development. Filled with guidance to support mentors' own development, as well as the development of beginning primary teachers, *Mentoring Teachers in the Primary School* is a vital guide for mentors of primary school teachers, both trainee and newly qualified, with ready-to-use strategies that support and inspire mentors.

Russell Brand explores the idea of mentoring and shares what he's learned from the guidance of his own helpers, heroes and mentors. Could happiness lie in helping others and being open to accepting help yourself? *Mentors* – the follow up to the New York Times bestseller *Recovery* – describes the benefits of seeking and offering help. "I have mentors in every area of my life, as a comic, a dad, a recovering drug addict, a spiritual being and as a man who believes that we, as individuals and the great globe itself, are works in progress and that through a chain of mentorship we can improve individually and globally, together . . . One of the unexpected advantages my drug addiction granted is that the process of recovery that I practise includes a mentorship tradition. "I will encourage you to find mentors of your own and explain how you may better use the ones you already have. Furthermore, I will tell you about my experiences mentoring others and how invaluable that has been on my ongoing journey to self-acceptance and how it has helped me to transform from a bewildered and volatile vagabond to a (mostly) present and (usually) focussed husband and father."—Russell Brand *Mentors: How to Help and Be Helped* describes the impact that a series of significant people have had on the author – from the wayward youths he tried to emulate growing up in Essex, through the first ex-

junkie sage, to the people he turns to today to help him be a better father. It explores how we all – consciously and unconsciously – choose guides, mentors and heroes throughout our lives and examines the new perspectives they can bring. Thoughtful and rich with advice, *The Mentor's Guide* explores the critical process of mentoring and presents practical tools for facilitating the experience from beginning to end. Now managers, teachers, and leaders from any career, professional, or educational setting can successfully navigate the learning journey by using the hands-on worksheets and exercises in this unique resource. Readers will learn how to: Assess their readiness to become a mentor Establish the relationship Set appropriate goals Monitor progress and achievement Avoid common pitfalls Bring the relationship to a natural conclusion "The greatest gift one can give, other than love, is to help another learn! Every leader who cares about nurturing talent and facilitating excellence will find this book a joy to read and a jewel to share." --Chip R. Bell, author of *Managers as Mentors*

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