



# The Mentor's Guide: Facilitating Effective Learning Relationships

By Lois J. Zachary

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## THE MENTOR'S GUIDE

Second Edition

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. Managers, teachers, and leaders from any career, professional, or educational setting can successfully navigate the learning journey by using the hands-on exercises in this unique resource.

"The need for mentoring has never been greater. Securing a new generation of diverse leaders and the need for sustainable change are not easy tasks. As I renew my commitment to mentoring, *The Mentor's Guide* is the tool I want by my side. It is jam-packed with everything I need to be successful and more—new exercises, concrete examples, and a road map for building an effective relationship."

—**PERNILLE LOPEZ**, global human resource manager, The IKEA Group

"*The Mentor's Guide* remains the go-to book for those seeking to make their practice of mentorship as helpful and accessible as possible. Practically written and grounded in a solid understanding of how adults learn, this is an invaluable resource."

—**STEPHEN D. BROOKFIELD**, Distinguished University Professor, University of St. Thomas

"Across all industries, we look to leaders to deliver broad-based results through others. *The Mentor's Guide* is an excellent resource for leaders interested in unleashing the potential of their team members. There is no greater gift that leaders can give their teams than to develop themselves."

—**KATHY BOLLINGER**, president, Arizona West Region Banner Health

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—**CHIP R. BELL**, author, *Managers as Mentors*

"After more than a decade, *The Mentor's Guide* is still the best. It has stood the test of time and remains an indispensable tool for mentors across all fields."

—**LAURENT PARKS DALOZ**, author, *Mentor: Guiding the Journey of Adult Learners*



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**Editorial Review**

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**Top 10 Reasons Why *The Mentors Guide, 2nd Edition*, Will Help You Be a Better Mentor**



Author, Lois J. Zachary

1. It has practical relevance beyond mentoring relationships.
2. It offers guidelines for engaging in must-have mentoring conversations.
3. It will increase your understanding about generational differences and help you understand which approaches you need to take in facilitating the learning of your mentee.
4. Reading it is a professional development tool; it will assist you in mentoring more effectively and growing in the role as a mentor.
5. It is grounded in solid knowledge of how adults learn and addresses how topics such as emotional intelligence, transformational learning, and self-directed learning play out in a mentoring relationship.
6. You will learn about the many different configurations of mentoring relationships and how to facilitate them.

7. The emphasis on the context of difference will change your thinking about mentoring forever.
8. Interactive exercises and relevant examples help bring the four phases of mentoring alive.
9. It combines reflective exercises with readily implementable strategies for success.
10. It reflects the evolution beyond simple phone conversations and reflects our use of email, social networking, Skype, and other technology-driven tools.

#### Review

"What makes this book really shine are the example of dilemmas and successes of real-life mentoring pairs. It's likely that all mentors and coaches have been in these situations – and Zachary deftly includes stories to bring these situations to life."—*Phaedra Brotherton*, T+D, November 2011

#### From the Back Cover

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