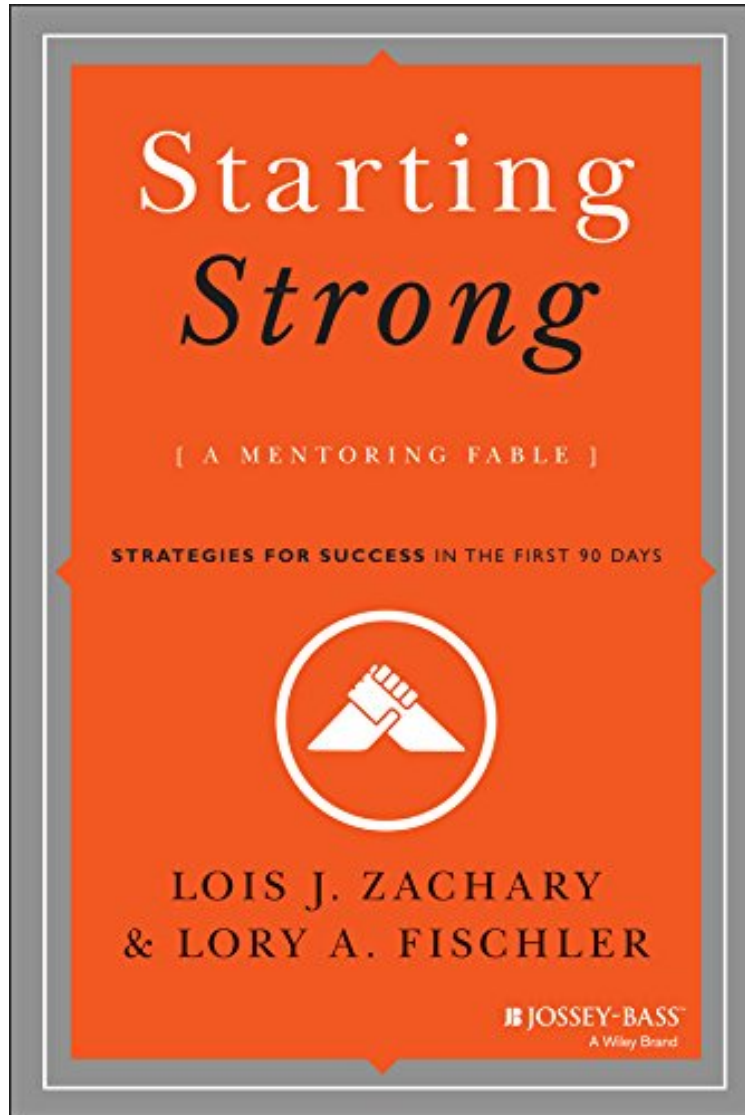


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Starting Strong: A Mentoring Fable

Lois J. Zachary, Lory A. Fischler
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Lois J. Zachary, Lory A. Fischler : Starting Strong: A Mentoring Fable before purchasing it in order to gauge whether or not it would be worth my time, and all praised Starting Strong: A Mentoring Fable:

1 of 1 people found the following review helpful. Makes Great Mentoring Accessible By 1996 Hokie We've used this book for 3 mentoring events/programs in my company, over 85 people participated in these events. We partnered with the authors throughout the first event, which was quite powerful, and have since continued to use the book with other groups and programs. We've gotten great feedback from both mentors and mentees who read and continue to refer to the book. They commented that they thought they knew what mentoring was but after reading this, there was this realization that their ideas were dated or stale or distorted. Experienced associates who had been mentoring

for years realized they had some areas to grow and improve. Many commented that they could relate to the characters, Cynthia or Rafa or both so the learnings were really important to them personally. It was great to see the mentoring pairs put their ideas into words based on the examples from the book and have this shared language we all understood on topics that can be difficult to nail down (goal setting, confidentiality, visionhellip;). The book is satisfying if you learn through stories/examples or if you learn through concepts. The dual nature of the content made it broadly valuable to more people. I would highly recommend the use of this book in your mentoring programs.Karen Claus on behalf of the Diversity Mentoring for Development program1 of 1 people found the following review helpful. Excellent book, unique approach. Great for new and experienced mentors, especially those involved in a company program.By Nora Beck TanUnique approach to teaching great practices in mentoring. One of the best mentoring books that I have read.This book is written sort of like a story. It chronicles the series of conversations and thoughts of two fictional characters as they interact in a company sponsored, formal, internal mentoring program. The conversations cover basic such as setting expectations, getting to know one another, goal setting, etc. At the end of each chapter there are some key points summarized and some questions for reflection. I highly recommend this for both mentors and those being mentored. An especially good option for first time mentors.1 of 1 people found the following review helpful. This book is filled with great insights about mentoringBy steven grumetThis book is filled with great insights about mentoring, how to make it more effective, and how it can impact on both mentor and mentee. It is written in a very accessible style and has great food for thought.

A hands-on and usable guide to making the first 90 days of your mentoring relationship a successIn Starting Strong, mentoring experts Lois J. Zachary and Lory A. Fischler weave a compelling tale that exemplifies the concepts, highlights the dynamics, and outlines the issues involved in mentoring relationships. The authors use the form of a fable to tell the story of a budding mentoring relationship filled with possibilities, problems, and triumphs. The story of Cynthia, a seasoned professional, and her new mentee Rafa, brings to life Zachary and Fischler's wealth of mentoring suggestions and best practices and each episode of the fable is accompanied by reflection questions, key learnings, and strategies that readers can apply to their own mentoring relationships. The authors include a conversation playbook that guides mentors and mentees through six essential conversations that will help them establish a strong mentoring connection, and keep it moving forward.As organizations face the transition of departing Boomers and arriving Millennials, Starting Strong offers a hands-on and readable guide to create effective mentoring relationships that will ensure the success of that transition. The book:Covers the key components of a successful mentoring relationship including building trust, establishing a comfort zone (and then having the courage to leave it), holding productive meetings, dealing with power dynamics, setting goals, and keeping momentum goingShows how to avoid common pitfalls and overcome mentoring obstaclesApplies to any organizational or institutional settingStarting Strong is more than an engaging story of mentorship, it's a vital resource for understanding how to implement and sustain a meaningful mentoring relationship.

From the AuthorThe first 90days is a critical time in any mentoring relationship. It is when mentoringpartners first connect, mobilize their energy and enthusiasm, and createmomentum for the deep work of mentoring ahead. It is when the tone of therelationship is set, and trust is built. Direction for the mentoringrelationship is set during these early meetings, and learning begins inearnest. The first 90days is also when mentoring relationships are most vulnerable. Too often, wehave seen mentoring get off to a great start with a burst of enthusiasm andcommitment. Then, something suddenly happens that derails the relationship andit spirals off course or just plain fizzles out. We wrote thisfable to help mentoring partners meet with greater success. As the reader, youget to sit in as an armchair observer, watch and listen to the thoughts andconversations between an experienced, savvy mentor and a high potential menteeas their mentoring relationship gets started and begins on its course. In theprocess, they learn and you will learn:The importance of a well-launched mentoring relationshipThe critical role of preparationHow to build a trusting, open and honest relationshipHow to maximize mentoring timeHow mentors help mentees take charge of their own learningHow to address stumbling blocks, without jeopardizing the relationship