Mentoring: Everyone’s Favorite Idea Nobody’s Program
Chat Box

2026-10-23 11:01:38 From Sandra Guzman to Everyone:
Woooohooo - tonight is gonna be a good night!

2026-10-23 11:01:49 From Victoria Nelson to Everyone:
Happy Friday!

2026-10-23 11:03:02 From Moriah D'Amico to Everyone:
The fall leaves are changing here in Central PA

2026-10-23 11:03:37 From Moriah D'Amico to Everyone:
sounds like PA

2026-10-23 11:03:39 From Moriah D'Amico to Everyone:
lol

2026-10-23 11:03:50 From Sandra Guzman to Everyone:
61 degrees here and I am loving my cozy sweatshirt - waiting for the next bit of rain...

2026-10-23 11:05:32 From Maureen Flanagan to Everyone:
This hour is my bi-weekly vitamin shot!

2026-10-23 11:06:03 From Jennifer Kirby to Everyone:
it's been a minute, but so glad to be back. I appreciate you so much Shannon for bringing us together for imp convos!!

2026-10-23 11:06:04 From Moriah D'Amico to Everyone:
😳 how is it almost 2027!?

2026-10-23 11:07:46 From Moriah D'Amico to Everyone:
Halloween this year is so odd, poor kids won't get candy b/c people won't be home on the weekend

2026-10-23 11:08:10 From Shannon Tipton to Everyone:

https://www.learningrebels.com/2026/10/22/why-mentoring-programs-fizzle-nobody-wants-to-own-them/

2026-10-23 11:08:13 From Maureen Flanagan to Everyone:
This is where AI can be your favorite coworker; LLM's don't take vacations or recognize holidays.]

2026-10-23 11:08:13 From Sandra Guzman to Everyone:
It takes every ounce of strength for my brain to stay focused and not check out as we enter the month of November...

2026-10-23 11:08:19 From Shannon Tipton to Everyone:
https://www.learningrebels.com/wp-content/uploads/2026/10/Mentoring-Action-Map.pdf

2026-10-23 11:09:53 From Moriah D'Amico to Everyone:
We can only control ourselves

2026-10-23 11:10:09 From Sandra Guzman to Everyone:
Is anyone else getting a web error for why-mentoring-programs-fizzle-nobody-wants-to-own-them?

2026-10-23 11:10:24 From Maureen Flanagan to Everyone:
Leadership for sponsorship; set up the framework and set expectations for the mentor and the mentee to "own" that relationship.

2026-10-23 11:10:46 From Linda Savanauskas to Everyone:
yes

2026-10-23 11:11:01 From Jennifer Kirby to Everyone:
both action map and blog work for me

2026-10-23 11:11:02 From Sandra Guzman to Everyone:
I'll try again later. Thanks

2026-10-23 11:11:28 From Jennifer Kirby to Everyone:
they want me to... lol

2026-10-23 11:11:37 From Sandra Guzman to Everyone:
I am participating in one but not running it.

2026-10-23 11:11:42 From Victoria Nelson to Everyone:
My department had one several years ago.

2026-10-23 11:12:01 From Jason Dreyer to Everyone:
There is a very poorly run one for our young professionals

2026-10-23 11:12:11 From Moriah D'Amico to Everyone:
Our state agency has it too but I am not involved in it so don't know anything about it

2026-10-23 11:12:22 From Moriah D'Amico to Everyone:
I am here to learn

2026-10-23 11:12:23 From Victoria Nelson to Everyone:
I just signed up to be a mentor at my alma mater's business school for students.

2026-10-23 11:12:24 From Sarah Rosendahl to Everyone:
Ours comes and goes but there is a need and admin desire to revamp and relaunch.

2026-10-23 11:12:54 From Sandra Guzman to Everyone:
Replying to "Leadership for sponsorship; set up the framework a...":
We d the same... the mentee has to own the meeting schedule and topics that they want to talk about. Usually starts strong but then it fizzles out...

2026-10-23 11:13:21 From Cynthia Lewis to Everyone:
My company has it but I've only heard about it through the grapevine and none of it is very good 😕

2026-10-23 11:20:31 From Maureen Flanagan to Everyone:
I hate the term HIPO as we all have potential when we are in the right environment! What are the credentials of those determining who is high potential?

2026-10-23 11:20:47 From Sandra Guzman to Everyone:
Mentorship should be available to everyone. But coaching up for succession planning should be strategic.

2026-10-23 11:21:15 From Jennifer Kirby to Everyone:

makes a whole lot of sense. thx for that clarification!

2026-10-23 11:24:53 From Jennifer Kirby to Everyone:
love that! thx for context

2026-10-23 11:25:48 From Moriah D'Amico to Everyone:
I think I am really surprised that people are picking a favorite instead of fostering any employee

2026-10-23 11:27:58 From Jennifer Kirby to Everyone:
oh I like that! clear end date

2026-10-23 11:28:14 From Shannon Tipton to Everyone:
https://www.learningrebels.com/wp-content/uploads/2026/10/Mentoring-Action-Map.pdf

2026-10-23 11:33:50 From Linda Savanauskas to Everyone:
We need to ask them what their expectations are and listen to what they want/need. Set them straight on what to expect out of a mentor relationship.

2026-10-23 11:33:58 From Moriah D'Amico to Everyone:
At our state agency we set up Career Discussions with our employees. With the new ones we set up them up at 3 mo, 6 mo, 1 year to check their goals and where they want to go after completing them

2026-10-23 11:34:05 From Jason Dreyer to Everyone:
Do you like pina coladas?

2026-10-23 11:34:22 From Maureen Flanagan to Everyone:
Replying to "Do you like pina coladas?":
Getting caught in the rain?

2026-10-23 11:34:54 From Linda Savanauskas to Everyone:
Replying to "Do you like pina coladas?":
...and have half a brain...

2026-10-23 11:38:12 From Jennifer Kirby to Everyone:
what a helpful idea! i like the showcase idea. ty Victoria

2026-10-23 11:40:20 From Victoria Nelson to Everyone:
Replying to "what a helpful idea! i like the showcase idea. ty ...":
You're welcome!

2026-10-23 11:45:28 From Victoria Nelson to Everyone:

In our department mentor program, we had a celebratory lunch to wrap up our time together (mentor and mentees). At the university, I know the career center hosts a thank you reception at the end of the year for the mentors.

2026-10-23 11:45:27 From Cynthia Lewis to Everyone:
Finding the time is hard when the mentors are (typically) over achievers already lol

2026-10-23 11:47:13 From Cynthia Lewis to Everyone:
Please let me know if you update your action map because my manager will love this!
🥰

2026-10-23 11:48:23 From Andrew Vercouteren to Everyone:
In my most recent org, senior MDs sponsored new MDs, and were responsible for that new MD's first year of productivity. Part of the expectation was to hand off some portion of billable work to the new person, and helping them develop relationships at the client

2026-10-23 11:50:03 From Shannon Tipton to Everyone:
https://www.learningrebels.com/wp-content/uploads/2026/10/Mentoring-Action-Map.pdf

2026-10-23 11:50:18 From Shannon Tipton to Everyone:

https://www.learningrebels.com/2026/10/22/why-mentoring-programs-fizzle-nobody-wants-to-own-them/

2026-10-23 11:53:26 From Moriah D'Amico to Everyone:
That's really good insight!

2026-10-23 11:54:24 From Moriah D'Amico to Everyone:
That they should set their own goals

2026-10-23 11:55:36 From Jennifer Kirby to Everyone:
from our team guide - in case it helps. Guide for Protégés (Mentees):
Voluntarily participate and ensure it's the right time for you
Initiate contact and build rapport with your mentor
Identify and clarify short and long-term goals
Take responsibility for your part in the partnership
Make time to meet regularly
Be open to feedback and make the most of it
Proactively seek learning and networking opportunities
Identify a timeline for the partnership and update your development plan

2026-10-23 11:57:20 From Victoria Nelson to Everyone:
Here is from our mentorship agreement:

What are the goals/objectives/expectations for this mentorship?

Why are you interested in this topic(s)?

What questions/concerns do you have that your mentor could help you with?

How often will we meet?

Do we want to handle some things over email/Slack or shall we target meetings (virtual or in-person) only?

Confirm that the mentee will prepare the agenda beforehand, schedule the meeting and complete any action items beforehand (Y/N):

How will we work through conflict or challenges? Discussion, listening, ideation and planning.

How do we prefer to receive feedback from each other? (e.g., standing agenda item or provide advance notice of feedback prior to meeting).

How will we measure success for this mentorship?

2026-10-23 11:57:36 From Shannon Tipton to Everyone:
NExt chat: Nov 6: Can We Really Teach Someone to Think?
https://us02web.zoom.us/meeting/register/xEPYvxdfR06j4sSHp0bqIw

2026-10-23 11:59:15 From Moriah D'Amico to Everyone:
This is really good info! I so appreciate this

2026-10-23 11:59:44 From Cynthia Lewis to Everyone:
Another great session! See you in two weeks! 😁

2026-10-23 12:00:09 From Sandra Guzman to Everyone:

Time always flies by fast during these sessions. Have to go to a meeting... Thanks Shannon and all. Have a great weekend!

2026-10-23 12:00:11 From Jennifer Kirby to Everyone:
such a great covo!!! ty

2026-10-23 12:00:18 From Stella Lindeke to Everyone:
Thank you so much Shannon.

2026-10-23 12:01:00 From Maureen Flanagan to Everyone:
My sister had a t-shirt that said, "Sometimes I sit and think. Other times I just sit."

2026-10-23 12:01:01 From Raquelle Caras to Everyone:
Thank you, Shannon!

2026-10-23 12:01:18 From Linda Savanauskas to Everyone:
Thanks for having me. I have been out of pocket for a few months. Good convo. Have a good weekend. Linda

2026-10-23 12:01:28 From Victoria Nelson to Everyone:
Thanks everyone!

2026-10-23 12:03:00 From Maureen Boland to Everyone:
7(0)th Barbie B-Day Party

2026-10-23 12:04:17 From Victoria Nelson to Everyone:
That sounds fun!