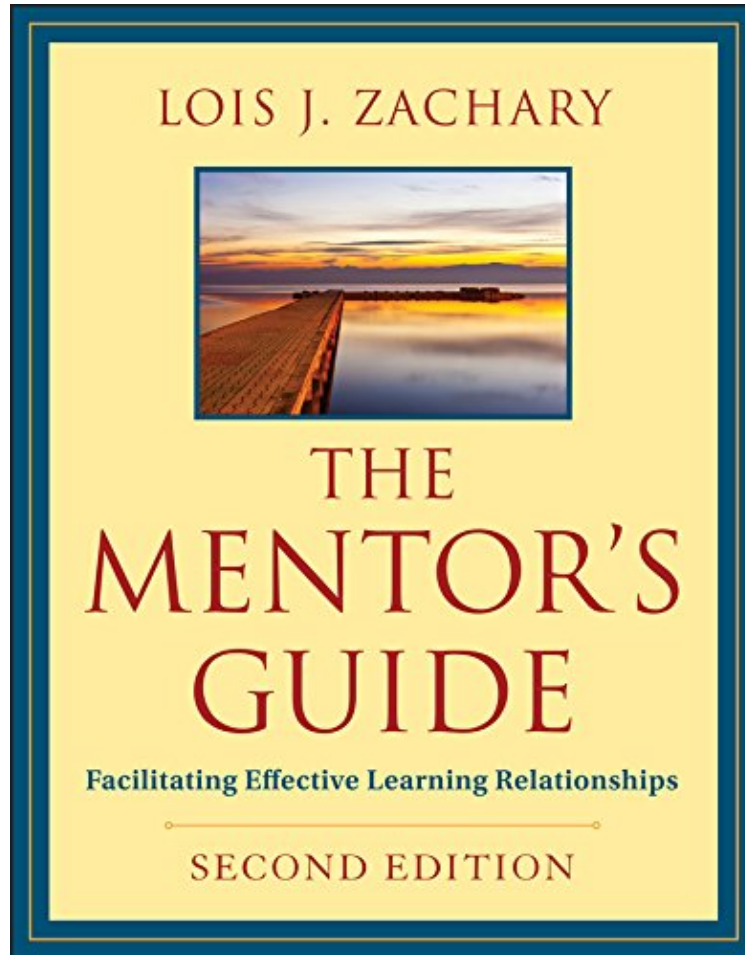


The Mentor's Guide: Facilitating Effective Learning Relationships

Lois J. Zachary

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Lois J. Zachary : The Mentor's Guide: Facilitating Effective Learning Relationships before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Mentor's Guide: Facilitating Effective Learning Relationships:

3 of 3 people found the following review helpful. A 21st Century Approach to Mentoring By Daniel Im Lois Zachary does not only set out the basic principles and best practices of mentoring in The Mentor's Guide, she actually goes a step further and helps readers discover their own personal mentoring style and preferences. Through many exercises, she guides the reader through introspection and action. Thus, she not only conceptually ties mentoring to adult education, but she actually writes in a manner according to the principles of adult education. Consequently, she challenges the prevailing myths of mentoring, and proposes a model of mentoring where both mentor and mentee are fully engaged and learning from one another. Her proposed model is one that is based on critical reflection and application, rather than knowledge transfer and acquisition (Location 300). Mentoring is not just for the mentee, but it is a mutually beneficial relationship where both mentor and mentee will grow in knowledge, skills, and self-

awareness. For this type of mentoring to take place, both mentor and mentee need to be active participants in keeping one another accountable, even though the ownership of the learning needs and content have to be self-directed by the mentee. Ultimately, the focus is on the learner, the learning process, and the learning, rather than the mentor, organization, or any sort of goals (Loc 370). Mentoring is a process where the mentor teaches the mentee that "everything that happens to you is your teacher. The secret is to learn to sit at the feet of your own life and be taught by it" (Location 767). 0 of 0 people found the following review helpful. A good guide
By Arizona Chuck
Don't start your mentoring program from scratch and don't pay a lot of money for consultants unless you are starting a corporate wide mentoring program. If that is what you are doing you NEED a consultant not an employee who "takes it on". If you just want to learn how to be better mentor or protegee this book is the ticket. 0 of 0 people found the following review helpful. Horrible Kindle Version
By snguyen88
I bought the Kindle version of this book and it is horrible. The pages are numbered randomly and in the hundreds and thousands. The beginning of the book starts as numbered 1, 2, 17, 38...then chapter 1 begins on page 422. Halfway through chapter 2, chapter 1 is repeated. I don't understand how this happened. I need this book for my online class and the kindle version is so useless.

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 "The Mentor's Guide provides poignant insights and pragmatic instruction for conveying wise advice that fosters insight and facilitates growth. A must-read for anyone who cares about the power and potential of talent." --**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*

?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 ldquo;What makes this book really shine are the example of dilemmas and successes of real-life mentoring pairs. nbsp; Itr'squo;s likely that all mentors and coaches have been in these situations ndash; and Zachary deftly includes stories to bring these situations to life.rdquo;mdash;Phaedra Brotherton, T+D, November 2011
From the Back Cover
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