



## Masterful Mentoring: Promoting Exceptional Development in Others

### Session Details

Faculty:	Dr. Wendy Axelrod	Date:	Wednesday, July 15, 2020
Location:	Springfield Country Club 400 West Sproul Rd., Springfield, PA 19064	Sign In:	8:30 AM
Phone:	(610) 690-7600	Session:	9:00 AM - 4:00 PM

### Session Description

Get to the heart of what it takes to develop people so they can conquer more complex roles and create a path toward fulfilling their aspirations. The best mentors go well beyond story-telling and teaching concepts; they excel as masters of development, leveraging the relationship for maximum growth. Learn the deliberate skills used to: create a strong foundation for the relationship; ask thoughtful and courageous questions; widen perspective and increase self-awareness; spur experimentation for growth; and manage unanticipated mentor challenges. Learn about the magic of applying masterful mentor practices using case studies, small group discussion, and tools.

### Biography

Wendy Axelrod, PhD is Managing Partner of Talent SavvyManager, LLC, a human capital consultancy focused on talent development. Wendy is a recognized expert in manager-driven, performance-centered people development. Over the past 30 years, both as a corporate executive and external consultant, she has helped organizations drive substantial development of people, resulting in greater performance and satisfaction of workforce, managers and companies. She has worked directly with thousands of managers and leaders both in workshops and as an executive coach in companies which include: Aetna, Vanguard, DuPont, Merrill Lynch, Deloitte, GlaxoSmithKline, Novo Nordisk, Shire, Duke Energy, TJX Canada, Occidental and Sunoco. As the co-author of the practical *Make Talent Your Business: How Exceptional Managers Develop People While Getting Results*, her research has identified 5 practices which distinguish these developmental managers. She speaks regularly at corporate and public conferences such as the Conference Board, HR People and Strategy, ASTD and HR.com. Her works have appeared in *SmartBrief* on Leadership, *Leader to Leader*, *Leadership Excellence*, *AMA*, *ASTD Management Development Handbook* and the *Journal of HR People and Strategy*. Passionate about development and professional growth, Wendy is the volunteer creator and moving force behind the renowned Philadelphia area Mentoring Program for HR Professionals, now in its 13th year.

### Time Allocation - Topics

#### 10% Optimize your role as mentor

- Distinguish your role as mentor from others such as coaches and consultants
- Understand your motivation to be a mentor
- 7 Guiding principles of masterful mentors

#### 20% Establish the relationship, direction and goals

- Finding common ground, identifying roles and expectations
- Setting the tone for in-depth work together
- Creating the mentee's goals and your own

#### 20% Leverage experience for development

- Shaping the most effective experiences for development
- Taking an experimental stance to growth
- Enlisting others for insight and feedback

#### 25% Expand growth using everyday psychology and the power of questions

- Understanding how to personally gear your mentee's growth; creating safety, building self-awareness, and broadening perspective
- Formulating questions that are thoughtful, developmental, engaging and focused toward specific lessons
- Listening in ways that extend their thought process

#### **15% Address mentor challenges**

- Neutralizing four relationship roadblocks
- Succeeding with mentees who are challenging

#### **10% Consolidate learnings**

- Anticipating closure as the crucial last phase of formal mentoring
- Preparing for and conducting the wrap-up conversation

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