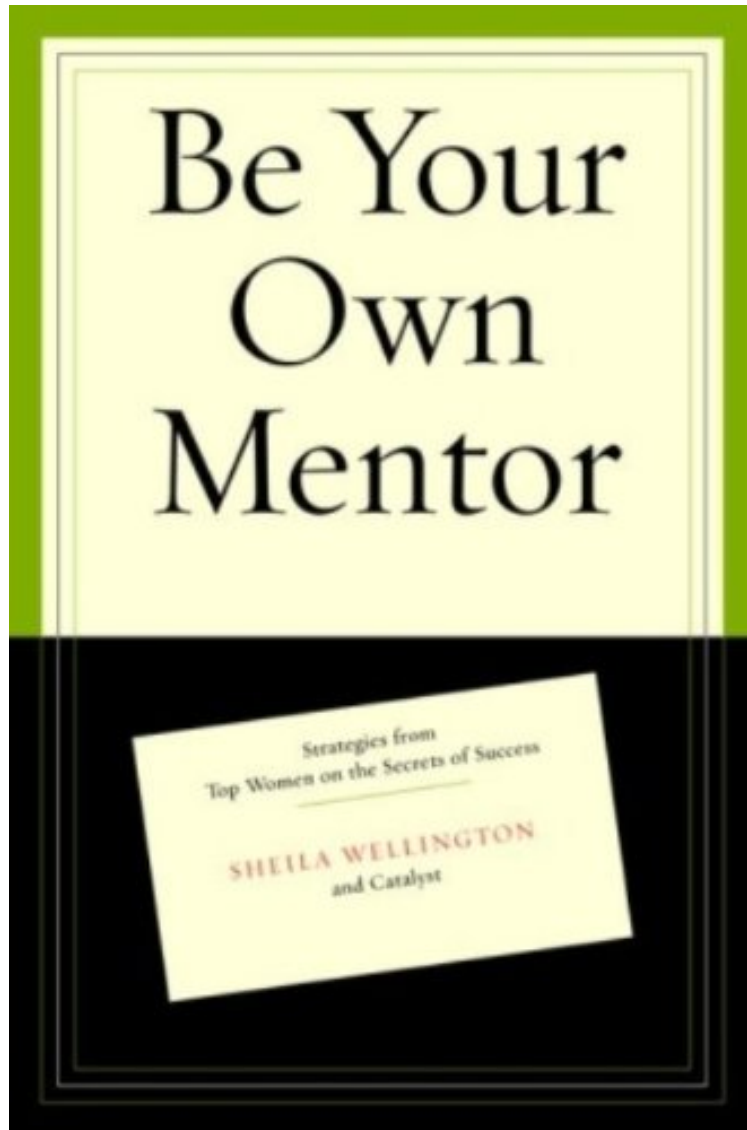


[FREE] Be Your Own Mentor: Strategies from Top Women on the Secrets of Success

Be Your Own Mentor: Strategies from Top Women on the Secrets of Success

Sheila Wellington, Betty Spence

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helpful. Three StarsBy CustomerA good read with some beneficial information5 of 5 people found the following review helpful. Excellent Resource for Women at Mid-CareerBy K. HutchinsonNext in line in my reviews of Success Literature, I present *Be Your Own Mentor*, by Sheila Wellington and Catalyst. I've been aware of the work of Catalyst for a long while now, and I found this book by browsing the list of Resources listed on their webpage. For those of you not familiar with their work, Catalyst is a group that collects data relevant to women's advancement in the workplace. This includes reports on women-friendly places to work, trends for women in executive positions, and much more. *Be Your Own Mentor* is a wonderful book that discusses all angles of the professional obstacles that women face. It opens with a general description of women in the workplace, such as the statistics of women in the workforce, and common myths and misconceptions held by women and by men about women in the workplace. From there, it moves on to cover strategic career planning, work style, work and life issues, networking, and the pros and cons of line vs. staff jobs. What makes this book particularly useful is the input added to each topic by working women, CEOs, and a group of workforce women pioneers. These verbatim quotes come from focus groups and surveys by Catalyst, and are more specific than the average Success Lit advice. Additionally, there is the added bonus of facts and figures also from Catalyst's research archives. The contributions from the Pioneers are particularly helpful, and these women span industries as diverse as law, publishing, jewelry design, energy management and academia. They share personal victories and discuss their tackling of particular challenges. And in the last chapter, they each impart what they consider to be their most crucial advice for any women looking to move ahead. They openly discuss how they asked for advancement, managed their family life, and what changes they helped to make for those who came after them. One downside to this book is the fact that it is now seven years old, and the facts and figures are perhaps out of date (I certainly hope there are more women in the Fortune 500 now). The advice in the book has held up better than some of the pioneers; certainly Carly Fiorina's career has taken a downturn since 2001. The audience for this book is a little more experienced than those imagined for *New Girl on the Job*. It does not address much in the way of searching for a job, or selecting a career, and is not directed toward the recent graduate. On the other hand, it assumes that you can be successful with or without an MBA, or other graduate degree, and gives an excellent roadmap for establishing a long term career.

Surprising secrets of success from some of America's women leaders; all the things a mentor would tell you are revealed in this mentor-in-a-book. Sheila Wellington, the president of Catalyst, draws on Catalyst research, contacts, and know-how to tell you how to understand the unspoken rules in the real world of work today and how to get ahead. Catalyst studies reveal that having a mentor is the crucial key to success at work, and it's the single advantage men usually have, and women usually don't. Even at the best organizations for women, there is still a shortage of mentors. *Be Your Own Mentor* becomes that mentor for you, providing through stories and eye-opening advice a step-by-step guide to advancement. How to master the art of networking, how to create opportunities to gain experience and visibility, how to manage time, how to negotiate salary, and much, much more is discussed, as you learn from leading women how they got where they are, the mistakes they feel they've made along the way, and how they created lives of achievement and satisfaction. Hear from women such as Carly Fiorina (CEO, Hewlett-Packard), Cathleen Black (president, Hearst Magazines), Judith Rodin (president, University of Pennsylvania), and Andrea Jung (president and CEO, Avon). From that first resume all the way to the CEO's office, *Be Your Own Mentor* guides you along your path to success. *Be Your Own Mentor* gives advice from top women on how to: Devise a short-term and long-term career strategy Gain visibility in the workplace and in your field Create opportunities to gain valuable experience Change your career path Negotiate salary Balance work and family And much, much more...

.com All of us, from birth onward, learn by emulating others. Yet when it comes to our professional lives, we often forget that what we see, we imitate, and what we imitate, we become. This is obviously a positive thing for those who have found successful, encouraging mentors in their fields, but finding those mentors is still much easier for men than for women. In *Be Your Own Mentor*, Sheila Wellington seeks to provide women not only with advice on locating appropriate mentors, but with the tools to mentor themselves and the opinions, advice, and encouragement of women leaders worth emulating. Wellington speaks from a broad range of experience. Having spent 20 years working in public health and one term as the first female Secretary of Yale University, she now serves as the president of Catalyst, a nonprofit research organization that works to advance women in business. Catalyst has conducted numerous interviews, surveys, and focus groups on the subject of women succeeding and excelling in their professional lives, and the results of much of that research is included here. CEOs from industry and the nonprofit world, law-firm partners, university presidents, and senior consultants all add their two cents' worth (or more like six figures' worth) to Wellington's observations on everything from planning your career and avoiding being boxed in to learning how to network efficiently and successfully integrate your work life with your home life. *Be Your Own Mentor* is jam-packed with informative statistics, useful suggestions, and encouraging reminders--almost to the point of overload. With so many "voices" and so many topics covered, it's easy to feel a little overwhelmed. Despite this organizational drawback, however, this book is a useful tool for women, especially those just starting out. And for the avid emulator,

who better to learn from than the likes of Zoe Baird, respected lawyer and president of the Markle Foundation; Betty Beene, president and CEO of United Way of America; Ellen Hancock, chairman and CEO of Exodus Communications; and Anne Mulcahy, president and COO of Xerox Corporation? On that note, the appendix, which provides career-path profiles of each of the pioneers quoted, is one of the most interesting sections of the book. --S. Ketchum

From Publishers Weekly

Currently president of Catalyst, a research organization on women in the workplace, Wellington was the first woman to hold the position of secretary and vice-president of Yale University. Here, she offers insights from Catalyst surveys and interviews with successful women in a variety of industries. According to the author, having a mentor is the best way to launch a successful career, but since finding and developing the right relationship can be difficult, women must learn key strategies for propelling their own advancement. Among them: develop an "executive presence," gain visibility, become a time-management expert, hire excellent at-home help and network constantly. Key principles are embellished with comments from accomplished women, including Carly Fiorini of Hewlett-Packard, Andrea Jung of Avon, and Judith Rodin, president of the University of Pennsylvania. However, while the quotations are compelling, the book is poorly organized. Chapters addressing different aspects of career success--networking, switching positions, establishing a reputation, balancing work and home life--all meld together, and little of the advice stands out. (Feb.) Forecast: Because of the notable women included here, as well as Catalyst's strong reputation, the book is bound to attract publicity. But in the end, its sales won't rise above those of the average fare in women and business category.

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From Library Journal

To get ahead, to break through the "glass ceiling," successful women benefit from having a mentor. In fact, a trusted mentor is more vital to success than hard work, talent, or intelligence. Because women in the business world find that mentors are in big demand and short supply, Wellington, president of Catalyst, a nonprofit research and advisory organization, tells them how to be their own mentors with the help of her book. Readers will learn why they need a mentor, how to map out their lives, and how to develop new skills to circumvent obstacles. The case studies demonstrate networking basics, the creation of opportunities, time management, and salary negotiation. Like Gail Evans's *Play Like a Man, Win Like a Woman* (Broadway Books, 2000), this work complements a woman's education on getting to the top in the business world. Business, women studies, and career collections will benefit from this step-by-step guide to career advancement.

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