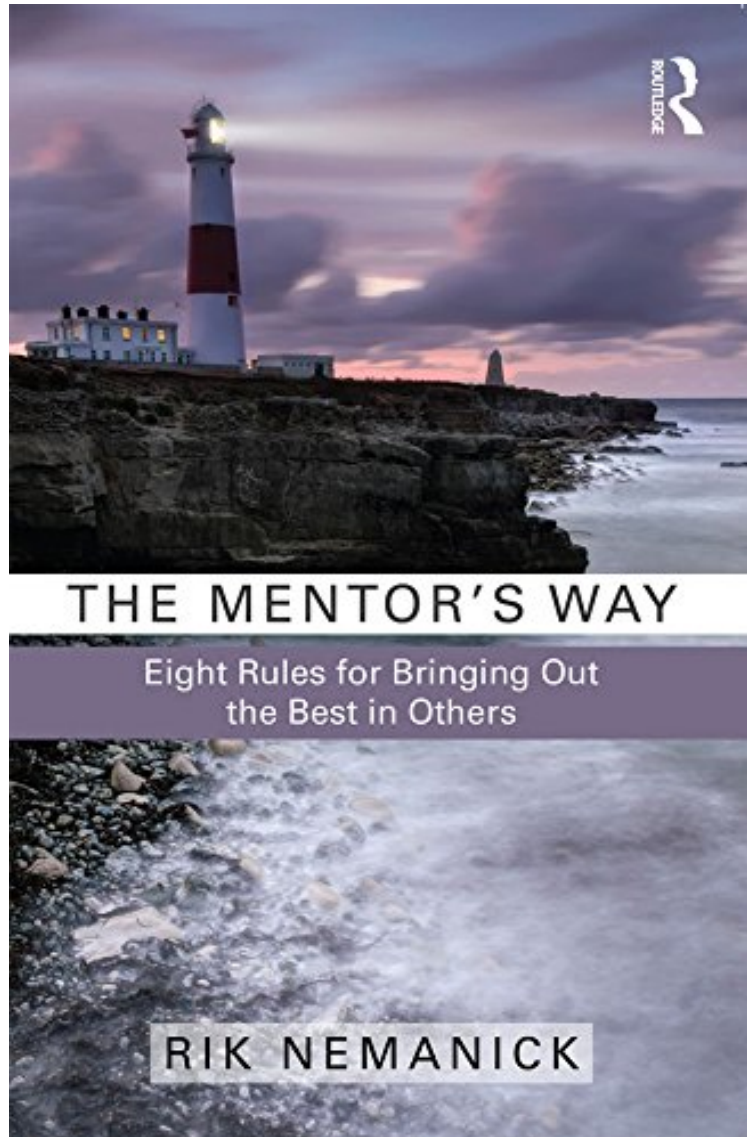


(Download free ebook) The Mentor's Way: Eight Rules for Bringing Out the Best in Others

The Mentor's Way: Eight Rules for Bringing Out the Best in Others

Rik Nemanick

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Rik Nemanick : The Mentor's Way: Eight Rules for Bringing Out the Best in Others before purchasing it in order to gage whether or not it would be worth my time, and all praised The Mentor's Way: Eight Rules for Bringing Out the Best in Others:

1 of 1 people found the following review helpful. Good Questions Beat Good Advice.By EAMI lead a business, and find myself in both formal and informal mentoring relationships (facilitated v. spontaneous) all of the time. The Mentor's Way and the 8 rules have really helped me better frame my role in these relationships.For me personally, the most impactful chapter of The Mentor's Way is Good Questions Beat Good Advice. It is easy as a manager to just

solve the problem for someone. I've found, through a lot of experience, that this course means I will get to solve that same problem many times. By coaching through questioning, I've found that I can help others learn how to solve problems they encounter, rather than just giving answers. I can then be a more effective leader. I highly recommend this book for anyone who is in a position of leading people. You are mentoring even if you don't realize it, this book will help you be a better leader. 1 of 1 people found the following review helpful. It provided great education for the mentors. By Customer We purchased this book to help guide our organization as we began an in-house mentoring program. It provided great education for the mentors, who although had plenty of leadership experience on their own, had not held the formal role of a mentor. Though a short book, it was concise and efficient! No pages were wasted and each rule was laid out in a clear and succinct fashion. I appreciated the short case studies which start each chapter and provide clear and relatable examples. A great read for a mentor or to share with mentors at your organization! 1 of 1 people found the following review helpful. Recommend to the Board. By Customer Finished this book the other day. I have recommended it to the board. Great read. Unbelievably relevant for us on the board at this time. You really have a comprehensive and useful set of rules. Very helpful. I liked the ideas such as frequency of meeting, drawing out emotion, questions and the toolkit. So much more. Thanks

Drawing on the author's extensive experience training mentors, *The Mentor's Way* outlines eight rules for engaging in a mentoring relationship. Nemanick examines the ways in which mentoring differs from managing or leading, and details the various roles of the mentor as a role model, motivator, confidant, coach, and more. Readers will learn how to develop successfully in each of these roles while helping a protee to develop his or her own skills. Clear and elegant chapters, each prefaced with a real-world example, emphasize to readers that their role as a mentor lies in listening and responding to a protee's individual strengths and needs. Special attention is paid to creating a safe space, displaying empathy, and fielding a protee's questions while knowing what to ask as a mentor. The author takes the anxiety out of the mentorship journey, accompanying practical insight with chapter exercises that are designed to help readers use their own experiences to identify best practice. Suggested topics for difficult mentor/protee conversations allow readers to facilitate a stronger, more open relationship with their protee. This practical guide will provide mentors with the toolkit they need to get the most out of a relationship with their protee.

Not only does Nemanick properly encourage us to broaden the traditional definition of a mentor more importantly, he provides actionable advice about how to become a more impactful mentor within this expanded definition. By realizing that mentoring can range from a single inspiring interface to a formal relationship with a protee, people in leadership positions should feel moved, if not obligated, to share their knowledge and experience more readily to bring out the best in others. Sharon John, CEO of Build-A-Bear Workshop, USA *The Mentor's Way* provides an easy-to-implement path to successful mentoring in the workplace filled with relatable examples. The author presents principles and practices for mentoring that are not only useful, they are essential. We have incorporated his 8 Rules into our mentoring programs and they yield great results! Jeff Veenhuizen, Vice-President, RD Operations, Monsanto Company, USA About the Author Rik Nemanick, PhD, is a principal with The Leadership Effect, a leadership development consulting firm based in St. Louis, USA. He trains 750-1,000 mentors each year through formal mentoring programs in the corporate setting, and has worked with Anheuser-Busch, Build-A-Bear Workshop, and Massachusetts General Hospital, among other organizations.