

The Manager as Mentor

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Michael Marquardt, Peter Loan : The Manager as Mentor before purchasing it in order to gage whether or not it would be worth my time, and all praised The Manager as Mentor:

3 of 3 people found the following review helpful. HIGHLY IN-DEPTH AND PACKED WITH VALUE.By Yvette Borcia and Gerry SternStarting with the assertion that probably the most important role a manager can perform is to mentor and inspire people to learn, the book addresses the development of mentoring competencies. Through discussion, guidelines, self-assessment questionnaires, tips, exercises, and profiles, the authors provide a highly in-depth book that is packed with value.Included in this work, as an example of its value, is a chapter on developing an

action plan and identifying strategies for becoming a manager, offering numerous tools and resources, such as: mentor-mentee agreement; monitoring the quality of mentor-mentee interactions, and tips on providing feedback. The book is an extremely rich, useful source of information and guidance. Very highly recommended. 191 pp. 0 of 0 people found the following review helpful. Good experiencia business Managers as mentor through By Lucia Olmos Mejia It is a very good leadership book. Ti providencia a diferentes visioacute;n on the manager role. I like e it a lot and business it at was a great, esa y and quick experiencia. I recomendados this book to newly named managers. And i recomendados to buey in to all readers Youtube can find everything Youtube are looping for.

One of the most valuable roles a manager can perform in today's rapidly changing environment is to mentor and inspire the people around them to learn. By nurturing talent, motivating individual development, and encouraging excellence, a manager's mentoring can enhance individual performance and the organization's prospects for success. Mentoring is not an easy skill to develop, and many managers, who may excel at leading or coaching, may be disasters as mentors when it comes to creating a bond and bringing out untapped qualities in others. *The Manager as Mentor* goes beyond traditional approaches to explore the newest techniques in mentoring and collaboration. Featuring personal development tools, worksheets, and references, *The Manager as Mentor* will enable managers to bring out the best in themselves, the people they guide, and their organizations. Mentoring is an age-old practice, tracing its roots in ancient Greek folklore to Odysseus' friend, Mentor, whom the Homeric hero entrusted as guide to his son's development. Today, with the ascendance of the knowledge age and the transformation of the workplace into an environment of continual learning, mentoring has emerged as one of the most important and valuable roles a manager can perform. By serving as a role model, providing feedback, nurturing talent, inspiring individual development, and facilitating excellence, a manager's mentoring strengthens relationships within the organization, and ultimately contributes to such critical factors as improved job performance, low turnover, and greater profitability. Mentoring is not an easy skill to attain, however, and many managers who may excel at leading teams or coordinating projects may be disasters as mentors. *The Manager as Mentor* explores emerging trends and approaches to help managers master the skills of effective mentoring; and enhance themselves, their proteges, and their organizations in the process. Drawing from extensive research, dozens of examples, and their own practical application in training managers around the world, the authors argue that exceptional mentoring skills can be developed. They guide the reader toward understanding the key roles that mentors play and the activities and techniques they can employ for maximum impact. Diagnostic exercises will help readers assess their strengths, weaknesses, and opportunities for development, and create a step-by-step action plan for achieving goals; either individually or in groups. The authors also offer an extensive listing of resources for more in-depth information on various aspects of mentoring, such as problem solving, active listening, and employee advocacy. Ultimately, *The Manager as Mentor* offers the tools by which managers can promote learning, empowerment, and insight to create vibrant organizational cultures.

"This resource for business managers explains how they can improve their organizations' chances for success by developing the capacity for mentoring others. Diagnostic exercises help readers to assess their strengths and weaknesses and create an action plan for becoming an effective mentor. The authors also review some current trends in mentoring, such as cross-cultural partnerships and action learning." - Reference Research Book "Want to be valued even more by your organization? Read this book, and grow your people. A valuable resource for any manager who aspires to be a great mentor." (Peng Soon Lim, President, Learning Performance Systems) About the Author Michael J. Marquardt is Professor of Human Resource Development and Program Director of Overseas Programs at George Washington University. A consultant and training specialist, he is also President of Global Learning Associates and Director of the Global Institute of Action Learning. One of the pioneers of action learning in the United States and around the world, he is an award-winning author of over 80 articles and 15 books in the fields of leadership, learning, globalization, and organizational change, including *Building the Learning Organization* (Academy of HRD book of the year), *Action Learning in Action*, *Global Teams*, and, with Peter Loan, *HRD in the Age of Globalization*. Peter Loan is a director and principal consultant of Brown and Loan Associates, specializing in management and cross-cultural training. In his long association with the Peace Corps and Sister Cities International, he has trained, managed, and mentored scores of managers and leaders in government, non-profit, and corporate arenas, in the United States and abroad. For many years he led the USDA Graduate School's International Development Seminar. He is the author, with Michael J. Marquardt, of *HRD in the Age of Globalization*.