



RECOGNIZING, MENTORING & SUPPORTING LEADERS

KAY ODGERS

**TORRANCE & PALOS VERDES
BRANCHES**

INTRODUCTIONS

- WHY WE ARE HERE TODAY
- MY BACKGROUND IN MENTORING
- FORMATION OF THE TORRANCE BRANCH
- WHAT MENTORING MEANS TO ME AND YOU

WHY MENTOR??

- FINDING NEW LEADERS FOR YOUR BRANCH
- GETTING TO KNOW YOUR MEMBERS
- WHAT ARE YOUR EXAMPLES OF BEING MENTORED?
- MENTORING A MEMBER, WIIFM
- A POSITIVE MEMORY FOR YOU?

BARRIERS TO MENTORING

- TIME AVAILABLE
- PERSONALITIES CLASH
- LOW SELF ESTEEM
- FEELING THAT I HAVE NOTHING TO GIVE
- JUST TOO MUCH TROUBLE

WHOM DO YOU MENTOR

- POTENTIAL LEADERS
- MEMBERS WHO STAND OUT
- THOSE WHO APPROACH YOU
- MEMBERS WHO CONTINUALLY ATTEND
- USE INSTINCT AND OBSERVATION
- IDENTIFY TALENT
- MENTORING WITHOUT EVEN KNOWING IT

CHARACTERISTICS OF MENTORS

- BE AVAILABLE
- KNOW YOUR BRANCH CULTURE
- KNOW AND USE AAUW RESOURCES, NATIONAL, STATE AND BRANCH SITES
- AWARENESS ITS NOT ABOUT YOU
- WATCH FOR OVERLOAD
- BE OPEN TO NEW IDEAS
- DELEGATE
- IT'S A PARTNERSHIP!
- LIKE PEOPLE

HOW DO YOU MENTOR

- COMMUNICATE OFTEN
- TEACH AAUW HISTORY
- ENCOURAGE
- LISTEN AND THEN LISTEN
- CONTACTS, COFFEE, LUNCH, ETC.
- AVOID MICROMANAGING
- *Save the Member!*

CHARACTERISTICS OF MENTEES

- INTERESTED IN AAUW OR YOUR BRANCH
- WILLING TO LEARN
- OPEN TO NEW IDEAS AND EXPERIENCES
- THEY REALIZE WIIFM
- SEES THEMSELVES AS A POTENTIAL LEADER?

EVERYONE CAN BE A LEADER

- LEADERS VARY IN APPROACH, APPEAL AND IDEAS
- HOW DO WE INDIVIDUALIZE OUR MENTORING AND BE SUCCESSFUL?
- HOW ABOUT THE INTROVERT WHO COMES ACROSS AS AN EXTROVERT?

BUILDING A MENTOR PROGRAM

- LET'S THINK; NOT EVERYONE EASILY MENTORS
- HAVE A MEETING OF A FEW MEMBERS INTERESTED IN MENTORING
- BRAINSTORM
- HONOR NEWBIES, KUDOS AT MEETINGS AND IN NEWSLETTERS
- IDENTIFY & PRIORITIZE NEXT STEPS
- LEARN FROM OTHER BRANCH MEMBERS

BURNOUT & SUPPORT STRATEGIES

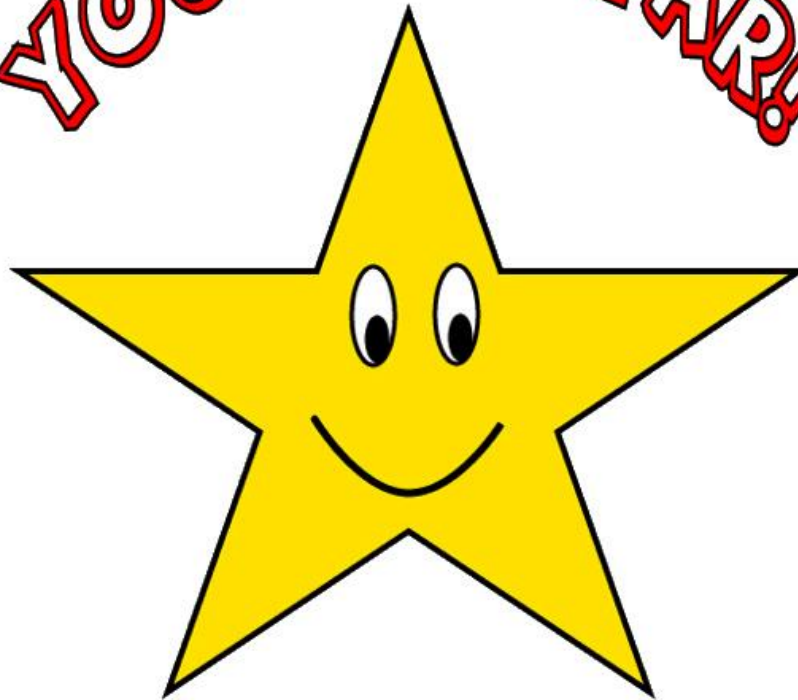
- WATCH FOR DESPERATION, SHORT TEMPER, APATHY, INDECISION, EXCUSES & AVOIDANCE
- HOW CAN I HELP??
- ARRANGE FOR JOB BREAKS; OFFER HELP & SUPPORT (resources, technology, funds, time)
- THE MEMBER WHO BECOMES SUPER INVOLVED IN MULTIPLE BRANCH ACTIVITIES
- ***Save the Member!***

SOMETHING TO REMEMBER

**YOU TOUCH PEOPLE BY REALIZING
THAT THEY WANT WHAT EVERYONE
WANTS: RECOGNITION AND RESPECT,
AND TO FEEL THAT THEY MATTER**

K U D O S !

YOU'RE A STAR!



CLOSING

- *IN CLOSING- I HOPE YOU ENJOY THE FUN PART OF AAUW!*
- *SUMMARY*
- *ANY QUESTIONS, REMARKS?*

- *Please Complete Evaluation*
- *Thank you for attending and participating*

RESOURCES

- How to Recognize a Leader, by Neal Jenson, huffingtonpost.com
- Top Five Signs for Recognizing Intuitive Leaders, careerbuilder.com
- 7 Warning Signs a Leader Is Heading for Burnout, by Ron Edmondson, ministrytoday.com

RESOURCES

- How to Recruit Generation ME by CYNTHIA D' AMOUR
- Members Tell All by Cynthia D' AMOUR
- <http://www.peoplepowerunlimited.com>
(D' Amour's website)

AAUW Online Resources

AAUW CA Website (www.aauw-ca.org)

Some areas require a login: **user name:** member **password:** aauwca

Leadership Training:

<http://aauw-ca.org/index.cfm?go=pages.view&pagesid=333&parent=332&coparent=333>

AAUW National Website (www.aauw.org)

Lead On, AAUW's monthly member leadership e-newsletter:

https://svc.aauw.org/contact/index_LeadOn_signup.cfm

Member Leadership Program's page: <http://www.aauw.org/what-we-do/member-leadership-programs/>

How to Spice Up Your Programming:

<http://www.aauw.org/resource/how-to-spice-up-your-branch-programming/>

How to Use the Relational Recruitment Method to Grow Your Branch:

<http://www.aauw.org/resource/relational-recruitment-method/>

How to Design an Engaging Planning Meeting: <http://www.aauw.org/resource/how-to-design-meetings/>

AAUW Programs in a Box: <http://www.aauw.org/resources/by-type/programs-in-a-box/>

Member Services Database: <https://www.aauw.org/login/> (requires your member id to log in)