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
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:


AAUW National Website (www.aauw.org)

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

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

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)