



the Link

your connection to the world of mentoring

The IMA is proud to present this edition of the Link to it's members. Released between issues of Connect Magazine, this newsletter will keep you up to date on the latest news in the IMA and the mentoring community.

If you are interested in promoting your work or business, submitting a short article, or sharing any news or events through the Link, please contact **Tessa Chrisman** at tlchrisman@unm.edu.

Inside this Edition:

- Discover an opportunity to submit a paper to Perspectives on Undergraduate Research and Mentoring (PURM).
- See why members of the IMA Board are “on board” with mentoring.
- Learn all about former IMA board member Margo Murray and her current work.



INTERNATIONAL
MENTORING ASSOCIATION



Food for Thought

“ Most people can do absolutely awe-inspiring things. Sometimes they just need a little nudge. ”

-Timothy Ferriss

Don't forget about the **C**onnect

If you are an IMA member you can view previous issues any time through our website <http://mentoringassociation.org>
The next issue will be available there August 15, 2016.

If you are interested in having an article published in a future issue of Connect Magazine the next deadline for article submission is September 15, 2016. If you would like more information please contact tlchrisman@mentoringassociation.org



Reading Recommendation



Coaching and Mentoring for Business

Grace McCarthy

The title truly says it all, as this book is completely centered on how both coaching and mentoring, as practices, can be fully utilized in the business setting. This book makes mentoring in the workplace easier to navigate at both individual and organizational levels. **Happy Reading!**

Call for Submissions

Perspectives on Undergraduate Research and Mentoring (PURM) is currently seeking submissions for their upcoming Special Issue on Co-Mentoring, Mentoring Networks, and Mentoring Models.

PURM is seeking pieces that “explore the use of nontraditional models of mentoring across various disciplines.”

About PURM

- Multi-disciplinary, peer-reviewed Online journal
- Support of undergraduate research and programs that facilitate it.
- Focused more on the process (and the reasoning behind it) than the results.

Guidelines

Submissions should:

- Have at least one student author or co-author
- Address mentoring during Undergraduate Research process

For full submission guidelines, use this link: <http://blogs.elon.edu/purm/for-authors/submission-guidelines>

For examples of past submissions, use: <http://blogs.elon.edu/purm/about/types-of-articles>

Contact

For more information, contact:

- Dr Cindy Fair - cfair@elon.edu
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What IMA Board Members are Saying About Mentoring

I'm on board with mentoring because it is so gratifying to encourage and guide someone through mentoring in reaching his or her goal of earning a Doctorate.

Linda Searby, PhD



I'm on board with mentoring to navigate my career!

Ann Rolfe, Mentoring Works



MEET MARGO MURRAY



Margo earned a B.S. degree, With Honors, at Sacramento State College, MBA at John F. Kennedy University and was elected to membership in Beta Gamma Sigma, National Honor Society in Business. She has a unique combination of experience in line and staff management, academic work in business and behavioral sciences, and experience in structuring and managing human performance systems. Her innovations include a criterion-referenced approach to manager skill development and creation of a facilitated mentoring process. Her best seller book, *Beyond the Myths and Magic of Mentoring: How to Facilitate an Effective Mentoring Process*, includes more than thirty years of research and client experiences with Facilitated Mentoring. Margo's custom designed programs and published articles have won professional awards and White House Recognition for Excellence, and are translated into Swedish, Spanish, French, Japanese, Korean, and Arabic.

Q&A

Q: Provide an overarching view into what you are currently working on in the world of mentoring.

A: We have worked with hundreds of clients in 26 countries to implement facilitated mentoring processes. Organizations have been widely diverse - financial institutions, high technology, automotive, industrial chemical manufacture, judicial, secondary to higher education, nuclear regulatory, transformative mentoring for highly at-risk youth, paper pulp manufacture, oil and gas exploration and production... Three examples of our current work include:

- *A mentoring process in a small industrial automation company to facilitate assimilation of new hire graduates with the goal of reducing time to fully competent performance from three years to one year.*
- *A government agency process designed to upgrade the skills of personnel supporting the readiness of active duty military*
- *University students matched with mentors to improve academic success and timely graduation.*

Q: How long have you been in this profession?

A: I began researching and testing the concept of facilitating mentoring processes and relationships while working for a large telecommunications company in the early 1970s. I'll let you do the math!

Q: How did you become interested in mentoring?

A: While working for the US government, Air Force, I was selected for an accelerated promotion program that required changing organization functions and reporting to a Director who would oversee formal education and on-the-job learning. After completing undergraduate work, I was recruited by the telecom company for another accelerated achievement program, with a guided process for development and advancement, and the agreed risk of termination if the goals were not achieved. I believed those programs could be improved

by designing them as a systems and systematic strategy for improving the results for the organization, and the performance of individuals through facilitated mentoring. With continuous improvement in client practice, the MMHA Facilitated Mentoring Model and Processes© has now been used to improve results in hundreds of organizations world-wide. Thousands of individuals have attained goals leading to career and life effectiveness in meaningful relationships with mentors.

Q: What is one of your proudest accomplishments?

A: Supporting the improvement of lives of people at the societal level by using mentoring as a strategy for leveraging scarce resources for development of leaders in reproductive health. Measured results of reduced maternal and infant mortality is evidence that mentoring works at the world level.

Q&A

Q: What's your favorite thing about your work?

A: I enjoy observing people setting goals and taking responsibility for their own growth and development.

Q: Have you had any mentors?

*A: Yes, of course! Four significant ones are acknowledged in my book, *Beyond the Myths and Magic of Mentoring: How to Facilitate an Effective Mentoring Process* (Jossey*Bass/Wiley). Many others have responded positively when I reached out and asked, "Will you*

help me learn about, or learn how to...?"

Q: Is there any limit to what mentoring can do?

A: Absolutely! A mentoring process is not an appropriate intervention when the organizational problem is lack of capital, or cumbersome structure, or micro-managing supervisors. We always ask the question, "If you see mentoring as the solution, what is the problem?" Only when that problem can be clearly articulated, will it

be possible to determine whether a facilitated mentoring process is a relevant strategy to employ.

Q: What is the most rewarding aspect about mentoring to you?

A: Being able to see the results evaluated by an organization that effectively integrates a facilitated mentoring process. And, seeing the "aha" when a person solves a problem with the coaching of a mentor or realizes the measured gain of skills.

This is a profile of Margo Murray conducted by the IMA. If you are interested in being featured in a future issue of the Link, please contact tlchrisman@mentoringassociation.org



THANKS FOR READING!

A Publication of the International Mentoring Association.

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For questions, comments, or to submit an article for consideration, please contact Tessa Chrisman at tlchrisman@mentoringassociation.org

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