



## **BENEFITS OF MENTORING**

### **In Leadership Development and Career Progression**

DRJ Fall 2020 Conference  
Breakout Track 7 – Session 5  
Tuesday, March 17, 2020 from 1:30pm-2:30pm



1

### **Disclosure**

#### **Benefits of Mentoring**

The views, thoughts, and opinions expressed during this interactive session are those of the panel members, and not of a particular employer, organization, or group. There was no commercial support in the making of this presentation/session.

2

2

## Objectives

### Benefits of Mentoring

- ▶ Introduce the DRJ Mentor Program, its key benefits, and why its critical to our profession.
- ▶ Discuss how mentoring enables one to better achieve personal and professional goals.
- ▶ Provoke thought and an interactive conversation about the benefits, as well as the challenges of being a mentor and/or mentee.
- ▶ Share ideas/successful practices for an optimal experience.

3

3

## Definitions

### Benefits of Mentoring

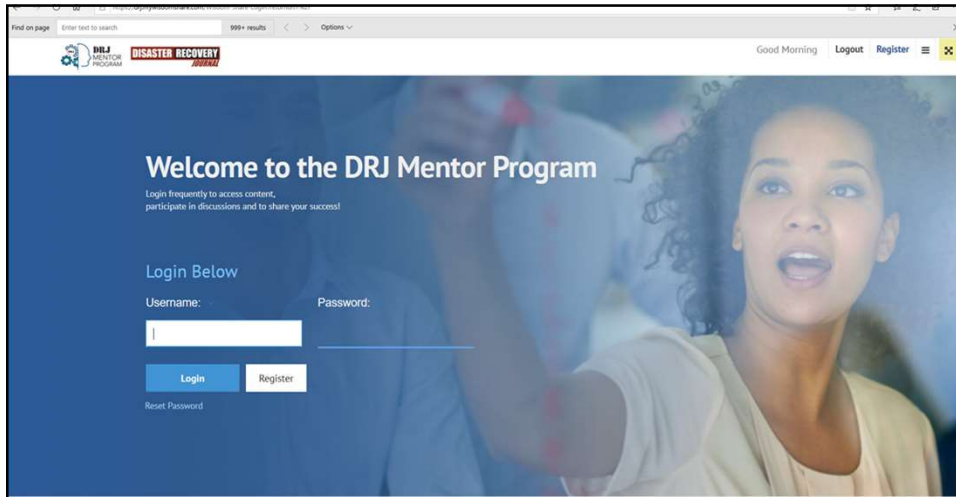
- ▶ **Mentee** is someone who has identified a personal or profession goal and believes that the guidance and help of a mentor – and being held accountable – can help them achieve their goal.
- ▶ **Mentor** is someone who desires to share with a mentee information about his or her own career path, as well as provide insight, guidance, motivation, support, and role modeling.

4

4

# DRJ SPRING 2020

March 15-18, Orlando



The screenshot shows the DRJ Mentor Program website. At the top, there's a navigation bar with a search bar, '999+ results', and links for 'Good Morning', 'Logout', and 'Register'. The main heading is 'Welcome to the DRJ Mentor Program' with a subtext: 'Login frequently to access content, participate in discussions and to share your success!'. Below this is a 'Login Below' section with 'Username:' and 'Password:' labels, input fields, and 'Login' and 'Register' buttons. A 'Reset Password' link is also present. The background of the login section features a woman pointing at a whiteboard.

Mentoring is an opportunity to develop a synergistic relationship through conversation that enables you to set and achieve goals, make decisions and solve problems.

5

5

## Mentor Requirements

### Benefits of Mentoring

- ▶ **How much experience do I need to be a mentor?**
  - ▶ At least 10 years industry experience to qualify
  - ▶ Industry certification
  - ▶ Active or retired business continuity professional with a minimum of 10 years validated experience
  - ▶ Ability to commit 2-3 hours/month for each Mentee for the 10 month duration of the program
  - ▶ Be able to attend DRJ Mentoring Program training live sessions or watch the recorded webinars
  - ▶ If applicable, obtain your employer approval

6

6

## **Mentee Requirements**

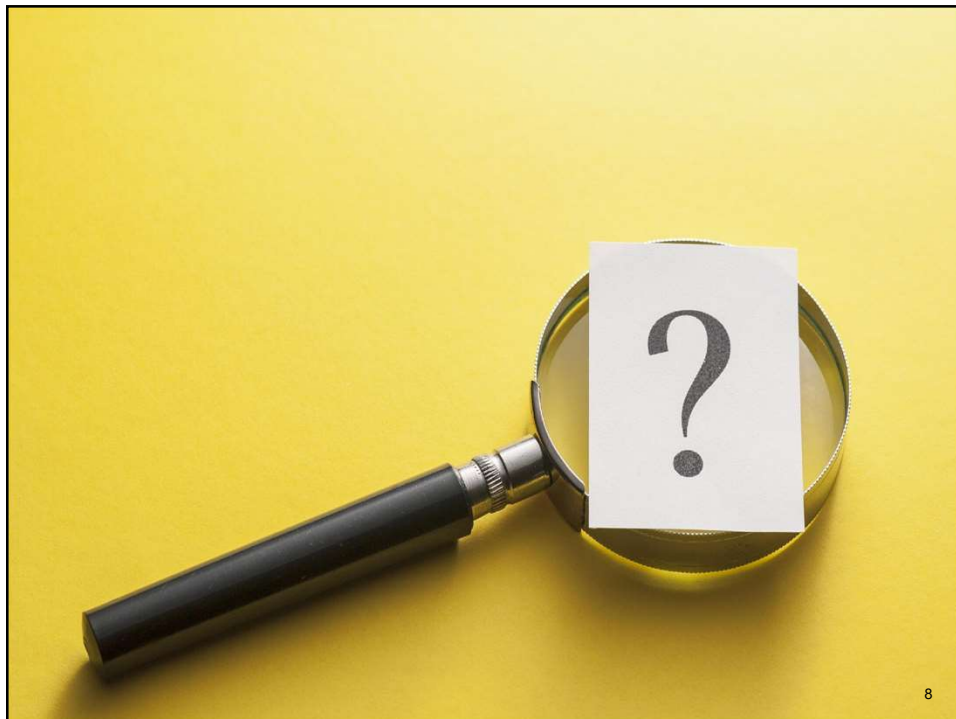
### **Benefits of Mentoring**

#### **► How do I know if I qualify as a Mentee?**

- You have a desire to learn and improve your skills
- You have a basic knowledge of business continuity planning and currently serve in a business continuity role for a minimum of 12 months
- You have the ability to commit 2-3 hours per month for the 10 month duration of the program
- Be able to attend DRJ Mentoring Program training live sessions or watch the recorded webinars of the sessions
- If applicable, obtain your employers approval

7

7



8

8

## **Best Practices**

### **Benefits of Mentoring**

- ▶ Establish a relationship
- ▶ Build trust and maintain confidentiality
- ▶ Create/follow Mentoring Action Plan
- ▶ Meet consistently
- ▶ Mentee is responsible for driving schedule, agenda, and focus
- ▶ Solicit feedback and be supportive

9

9

## **Meeting Framework**

### **Benefits of Mentoring**

- ▶ **Mentee**
  - ▶ What have I accomplished since our last meeting?
  - ▶ What is the status of my action items?
  - ▶ What are my new challenges, problems, and/or opportunities?
  - ▶ What do I need to achieve today and work on before next meeting?
- ▶ **Mentor**
  - ▶ What promised action items have I accomplished?
  - ▶ What is the status of my action items?
  - ▶ What new ideas, insights or resources can I share?
  - ▶ What feedback do I have for my mentee?

10

10

## **Key Learnings**

### **Benefits of Mentoring**

- ▶ Most important step in the relationship is correctly pairing the Mentor and Mentee.
- ▶ Balance and flexibility is key due to work, family, and other life demands.
- ▶ Keeping an open mind builds a strong relationship that promotes idea sharing and discussion.
- ▶ Better understanding on navigating the industry and strategies to innovate.
- ▶ Solidify outcome goals, prior to committing.

11

11

Mentorship can mean, look, and feel like a lot of different things...  
Finding the right path professionally requires a commitment and  
engagement in mentorship throughout your career.

12

12

## Thank You

### Learn to Think Like a Resilient Leader

- ▶ Keith Frederick, FBCI, CBCP, CHEP
- ▶ Organizational Resilience Solutions Consultant
- ▶ Contact # 410.241.5220
- ▶ Email: [mr.keith.frederick@gmail.com](mailto:mr.keith.frederick@gmail.com)



- ▶ Cary Jasgur, MBCP, MBCI, PMP
- ▶ Manager Organizational Resilience
- ▶ Mazars USA
- ▶ Contact # 202.258.6666
- ▶ Email: [cary.jasgur@mazarusa.com](mailto:cary.jasgur@mazarusa.com)



13

13

## Thank You

### Learn to Think Like a Resilient Leader

- ▶ Michelle Herrle, CBCP
- ▶ Business Continuity Specialist Sr.
- ▶ PNC Bank
- ▶ Contact # 412.512.1798
- ▶ Email: [michelle.herrle@pnc.com](mailto:michelle.herrle@pnc.com)



- ▶ Eric Skinkle
- ▶ Sr. Business Continuity Coordinator
- ▶ Prometric
- ▶ Contact # 401.269.1293
- ▶ Email: [eric.skinkle@gmail.com](mailto:eric.skinkle@gmail.com)



14

14