

PowerPoint Slides

How Can I Be an Effective Mentor?

Presented by:

Ken Alford, Ph.D.

Tyler Griffin, Ph.D.





Presenter Bios:

Kenneth L. Alford, Ph.D., is an associate professor of Church History and Doctrine at Brigham Young University. After serving almost 30 years on active duty in the U.S. Army, he retired as a Colonel in 2008. While on active duty, Ken served in numerous personnel, automation, acquisition, and education assignments, including eight years teaching computer science and information technology at the United States Military Academy at West Point, New York and four years as Professor and Department Chair of the Strategic Leadership Department at the National Defense University in Washington, DC.



Tyler J. Griffin, Ph.D., is an assistant professor at Brigham Young University. With degrees in Electrical Engineering and Instructional Technology, combined with 18 years of professional teaching experience, Tyler has three major focal points in his work: (1) Best practices for teaching & learning (2) Best uses of technology to increase the scope and scale of learning, and (3) Best practices for teacher development/in-service.



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How Can I Be an Effective Mentor?



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The Presenters



KENNETH L. ALFORD, PH.D.

Associate Professor
Brigham Young University
Colonel, U.S. Army (Retired)



TYLER GRIFFIN, PH.D.

Assistant Professor
Brigham Young University

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Our Goal

Share essential "Best Mentor" principles
and practices (and still let you have a life)




Getting Started

Establish trust early





- ☒ Excellent
- ☐ Good
- ☐ Average

Diagnose before prescribing





- ☒ Excellent
- ☐ Good
- ☐ Average



Define expectations clearly



Be accessible




Build self-reliance




- Show them

Build self-reliance




- Show them
- **Help them**

10




Build self-reliance




- Show them
- Help them
- **Watch them**

11




Build self-reliance



- Show them
- Help them
- Watch them
- **Let them**

12




Mentoring Principles

Teaching
Scholarship
Citizenship

Show them
Help them
Watch them
Let them


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DO's & DON'Ts

14 


1. DON'T overwhelm
your mentee


DON'T

15 

1. DO discuss goals


DO



16 


2. DON'T talk too much


DON'T

17 

2. DO ask questions and listen

DO



18 

3. DON'T expect success will "just happen"


DON'T

19




3. DO schedule regular meeting times

DO




20



4. DON'T be too formal

DON'T


21




4.

DO “drop in”
on your mentee

DO



22



5.

DON'T give false praise

DON'T


23




5.

DO give specific
feedback

DO




24





6. DON'T do the work for them

DON'T

25


6. DO be their guide

DO

26

7. DON'T try to clone yourself

DON'T

27


7.

DO help them build their own unique identity

DO



28



8.

DON'T be a "one-stop shop"

DON'T


29




8.

DO help your mentee network

DO



30




9.

DON'T expect your mentee to understand tenure

DON'T


31




9.

DO guide your mentee thru the tenure process


DO



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"The Bottom Line"



Your job is to help your mentee succeed

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**We'd like to know what
you think!**

Our evaluation form is located here:
<https://www.surveymonkey.com/s/kalford2>