
Lateral Mentoring

Presented By:

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meet
ME
in St. Louis

Professional Standards Code

- This session provides one (1) CEUs
 - Presentation Title: Lateral Mentoring
 - Presentation Key Area: Administration
 - Professional Standards Code: 3100

Speakers

Speakers



Stefanie Dove, MBA RDN SNS

Loudoun County Public Schools, VA

Coordinator of Marketing & Community Outreach



Amanda Venezia, MEd SNS

Londonderry Schools, NH

Director of Dining Services



Donette Worthy

Tuscaloosa County, AL

Director of School Nutrition

Affiliation Disclosures

Advisory Panel

–School Nutrition Association NextGen Task Force

Spokesperson

–American Dairy Association North East

Member

–Academy of Nutrition & Dietetics

–School Nutrition Association

Executive Committee Member

–School Nutrition Services Dietetics Practice Group, Chair-Elect

–Member Services Advisory Committee Member, Academy of Nutrition and Dietetics



Affiliation Disclosures

Advisory Panel

- School Nutrition Association NextGen Task Force
- Institute of Child Nutrition

Member

- K12 Alliance Network
- School Nutrition Association

Consultant

- Venducation
- Food For Schools



Affiliation Disclosures

Member

–School Nutrition Association

Executive Board Member

– ASNA Communications Chair



How We Met



The Impact of Lateral Mentorship



How to Find a Mentor

- Let it happen.
- Focus on integrity.
- Pick someone who shares your values.
- Listen to your instincts.
- Find a teacher.
- Look for a listener.
- Seek someone with a network.
- Find a compassionate leader.

What is Mentorship?

- Takes place outside the line manager relationship.
- Is focused on professional development that may be outside of the area of work.
- Interest of the mentor is personal in that the focus is on the mentoree to provide support both professionally and personally.
- Relationship may be initiated by mentor and/or matched by organization.
- Relationship crosses job boundaries.

Role of a Mentor

- Career Functions: Help the mentee learn the ropes and prepare for career advancement.
 - Coaching
 - Challenging assignments
 - Exposure and visibility
 - Protection
 - Situational guidance
 - Transfer of knowledge

Role of a Mentor

- Psychosocial Functions: Help the mentee develop a sense of competence and clarity of identity.
 - Role-Modeling
 - Acceptance and confirmation
 - Counseling
 - Generate self-confidence in mentee
 - Personal Guidance
 - Friendship

Informal Mentorship

- Goals unspecified
- Outcomes unknown
- Access limited & may exclude employees
- Mentees/Mentors self-select
- Mentoring lasts a long time
- No training/support
- Organization benefits indirectly
- Timing unstructured

Formal Mentorship

- Goals established
- Outcomes measured
- Access open to all who qualify
- Mentees/Mentors matched
- Training and support provided
- Mentoring time limited (9-12 months.)
- Organization benefits directly

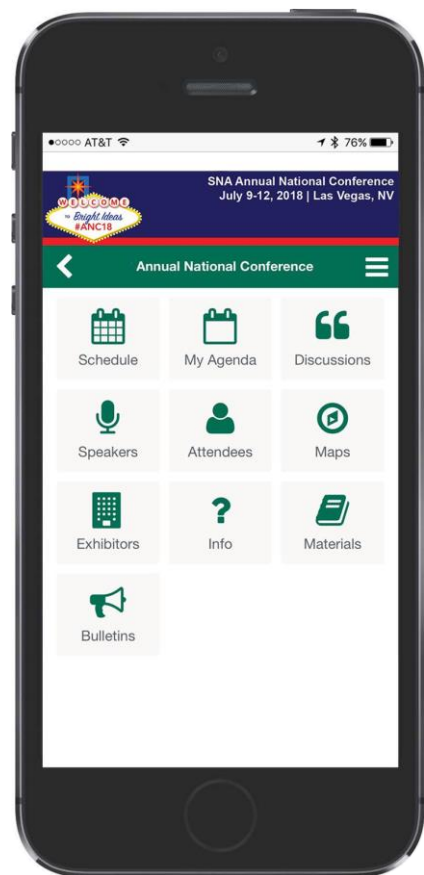
Advice for Mentorship

- Recognize that mentee may be uncomfortable asking for help – break ice by sharing some of your career experiences
- Stay in your zone of expertise/experience
- Be clear that mentee sets pace of relationship
- Advise, do not manage
- Extend mentee’s developmental network, suggest additional mentors to address unique needs

Developing Your Mentorship Expectations

- Establish your career goals.
- Identify the purpose for a mentor.
- Make contact.
- Propose idea.
- Establish method(s) of communication and frequency.

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