Make the Most of Mentoring Relationships

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Affiliation or Financial Disclosure

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➢ Board Member/Advisory Panel
   – Healthy School Recipes

➢ Presenter
   – Wild Blueberries of North America
A LITTLE BIT ABOUT MY STORY
Small State, Small District, Small Staff: Limited Hiring Resources

Early on in my School Nutrition Career, I was terrified when members of my Team would leave for another district.
Mutts comic strip for Monday 27th April, 2015
Expanding Professional Network
Definition: Mentoring

The activity of *supporting* and *advising* someone with less experience to help them develop in their work.

- Cambridge Dictionary
Professionals who have mentors earn $5610 - $22,450 more annually than peers who do not have mentors

Business Finance Magazine - 2000
FACT:

70% of Fortune 500 Companies have formal mentoring programs
National Organizations with Effective Mentoring Programs

• Caterpillar – focus: Career Mentoring
• GE – focus: Leadership Development
• Boeing – focus: Career & Leadership Mentoring
• Paypal – focus: Employee Led Leadership Development
• McGraw-Hill – focus: broaden perspective & leadership development
• Sodexho - focus: Career Mentoring
Key Strategies & Expected Results from Formal Mentoring Programs

➢ Pair New Recruits with Senior Management
➢ Define & Achieve Goals
➢ Develop Leadership Skills & Capacity
➢ Broaden Perspective
➢ Retain Talent / Developing a Leadership Pipeline
Key Strategies & Expected Results from Formal Mentoring Programs

- Improve Employee Engagement, Motivation & Satisfaction
- Reduce Burnout & Stress
- Accelerate Learning & Competency
- Foster Diversity in the Work Environment
Sodexo’s Mentoring Program
a Model Program for successful mentoring

➢ Sodexo describes their program as "an opportunity to help one another develop through collaboration, goal achievement and problem solving."

➢ "mentoring is a developmental partnership through which partners share perspectives as they foster personal and professional growth."
Sodexo’s Mentoring Program

The goals of Sodexo’s Mentoring Program are:

1. To establish a **diverse pipeline**
2. To **develop leaders**
3. To **align resources and strategies**
4. To **drive organizational culture, cut costs**
5. To **enhance the company’s reputation as an “employer of choice.”**
Sodexo’s Model aligns well with the mentoring that occurs within School Nutrition
School Nutrition Mentors…

➢ Help you get your work done, efficiently & effectively
➢ Help you advance your career by challenging you & motivating you
➢ Offer personal & professional support – can act as counsel when difficult situations arise
➢ Serve as Role Models – representing a vision of what you can achieve as you progress on your career path
Modern Mentoring for School Nutrition
Peer to Peer Mentoring within a School Nutrition Program
Peer to Peer Mentoring

Kitchen Manager to Kitchen Manager
Peer to Peer Mentoring

Chef / Chef Trainer to Cooks
Peer to Peer Mentoring

Director to Director
Where to find Peer to Peer Mentoring?

• Within your own organization – even leaders from other departments

• Professional Groups such as School Nutrition Association or Academy of Nutrition & Dietetics

• Local SNA Chapters or Cooperative Purchasing Groups

• By joining a focused Work Group or Task Force in your area
Where to find Peer to Peer Mentoring?

• Social Media sites such as
  • Tips for School Meals that Rock
  • School Nutrition Professionals
  • Individual School Nutrition Program Facebook Pages – don’t be shy! Reach out if you have questions about something that you’ve seen that you want more info about
Social Media for Mentoring

In today’s digitally-connected world, it’s easier than ever to connect with leaders and innovators in our industry and solicit advice and mentorship.
Advantages to Mentoring within Social Media

• Connect with thousands of professionals from all across the country and even the world
• Focused Social Media “Groups” allow you to connect with professionals within School Nutrition
• It’s free or at a very low cost and you control the time commitment.
• Social Media allows you to connect on a personal basis with whoever you want.
Mentoring as a Recruitment Tool

Offering mentoring to prospective employees can give you a competitive edge when hiring.
Younger workers & new professionals, as well as professionals making career changes are looking for opportunities for employers to develop them, mentor them, and give them opportunities to learn and lead.
Factor Influencing Millennials’ Employment Decision Making:

Training and Development / Opportunity for Personal & Professional Growth
3/4 of all Millennials would like to have a mentor
Of all Millennials think it's important to be continually learning on the job.
#WIFM
*What’s In It for ME?*

Mentoring others helps to build up the profession & helps others prepare for the future success of the School Nutrition Program.
PROFESSIONAL STANDARDS CODE

• This session provides one (1) CEU
  • Key Area: Administration - 3
  • Key Topic: Making the Most of Mentoring Relationships
  • Professional Standards Code: 3400
Thank You!