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January 2017 Newsletter

## Mentoring

### Mentoring Defined:

**One-on-one relationships with experienced, high-level managers can foster and support the career development of lower-level managers.** Mentoring, which is a long-term, future-oriented process, is particularly helpful for minorities and women who traditionally have been underrepresented in management. Mentoring also can help prepare non-management employees for promotion through a succession planning program.

Mentors do not provide instruction in job performance; instead, their role is to:

- demonstrate the kinds of skills needed to get ahead in an organization,
- identify developmental opportunities,
- offer encouragement, and
- pass on organizational values.

**Many companies support and encourage mentoring relationships**, finding them helpful in eliminating barriers to the advancement of women and minorities. Mentoring programs also can serve to identify...



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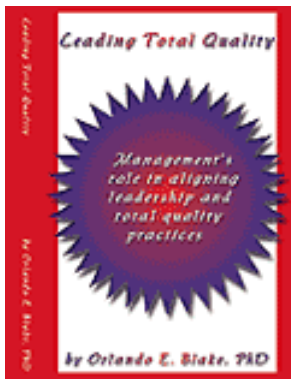
### FREE ASSESSMENT

#### Are you ready for Leadership?

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### FEATURE BOOK

**Leading Total Quality:  
Management's Role in Aligning Leadership and Total  
Quality Practices**  
By: Orlando E. Blake, PhD, CPT



**Leading Total Quality** is about the value of aligning good leadership practices with the commitment and philosophy of total quality, continuous improvement, and the inherent value of people.

This book is designed for anyone interested in improving quality at all levels of any organization.

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For any questions related to mentoring, please contact me. I would be happy to learn more about your organization.

Sincerely,

**Orlando E. Blake, PhD, CPT**

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#### Testimonials

"Orlando has made a tremendous difference in my professional development, decision making and executive maturation. The hands on proactive approach, coupled with the materials, effectively addresses the ongoing and changing demands I face every day. Invaluable. This has changed my trajectory professionally."

- Drew Koven, Vice President of ECommerce & Omnichannel Retail, GUESS?, Inc.

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