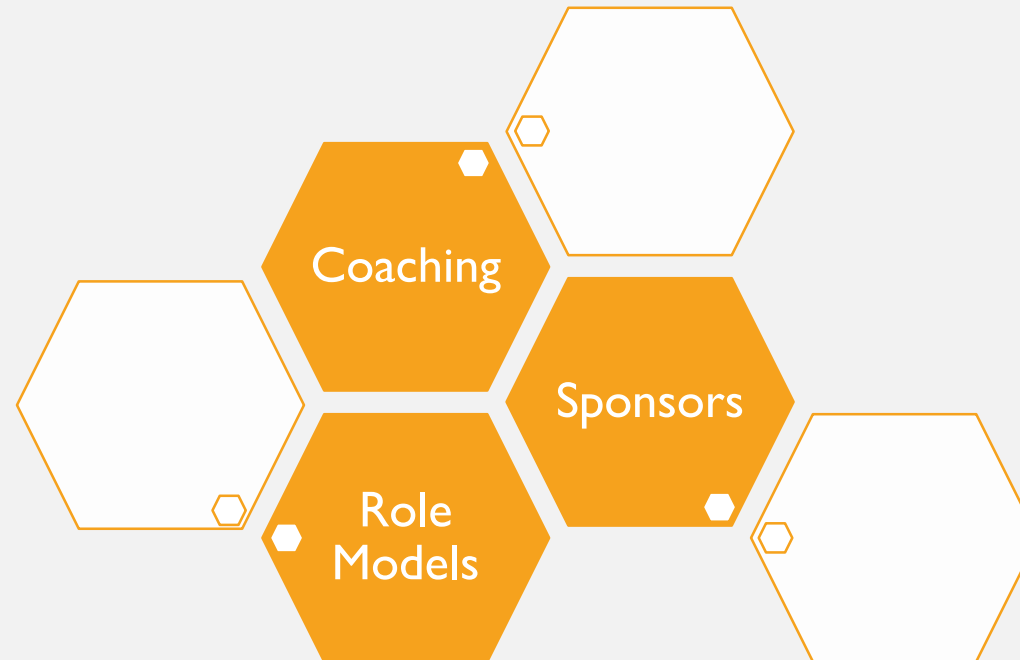


MANAGEMENT VS MENTORSHIP

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WAIT, WHAT ABOUT...

- Coaching?
- Sponsors?
- Role Models?



MANAGEMENT

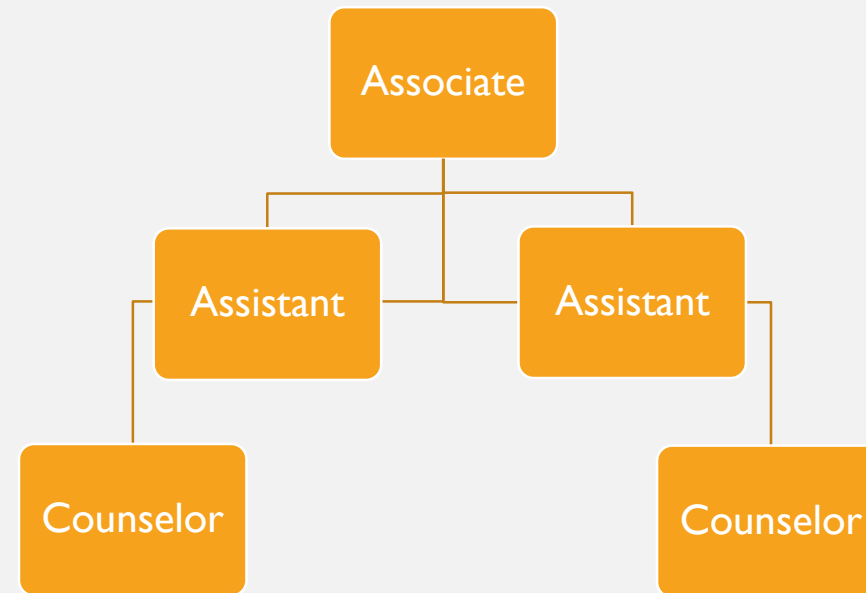
The act or art of **managing**...

the conducting or **supervising** of something...

judicious use of means to **accomplish** an **end**.

MANAGEMENT

- What does a manager do?
 - Sets **EXPECTATIONS**.
 - Assists with **GOAL** setting.
 - **EVALUATES** performance.



MENTORSHIP

The influence, **guidance**, or direction given by a mentor...

to **support** and **encourage**...

and create a mutually beneficial **relationship**.

MENTORSHIP

- What does a mentor do?
 - Provides a **SUPPORTIVE RELATIONSHIP** for the mentee to learn from the **EXPERIENCE** held by the mentor to maximize mentee's **POTENTIAL**.



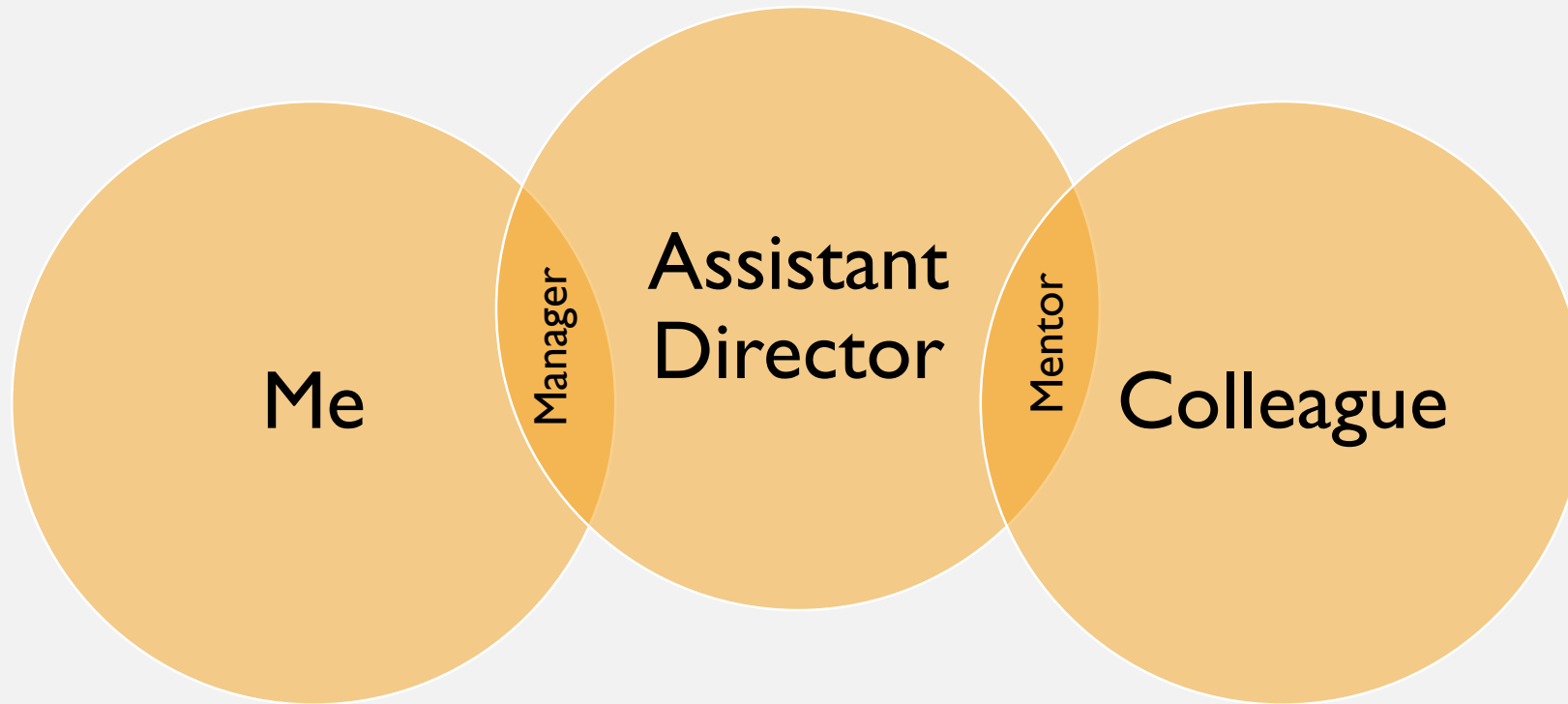
WAIT, WHAT ABOUT...

- **Coaching?**
 - Task-specific
 - Manager or Mentor?
- **Sponsors?**
 - Facilitate advancement
 - Manager or Mentor?
- **Role Models?**
 - Inspire imitation
 - Manager or Mentor?

LET'S GET ENGAGED!

- A **manger** should keep employees **engaged**...
- Because **engagement** develops employees.
 - (I mean, what are we doing here!?! Professional Development anyone?)
 - And employee development leads to **motivation**.
 - So scale this to an ongoing relationship aka **mentorship**!

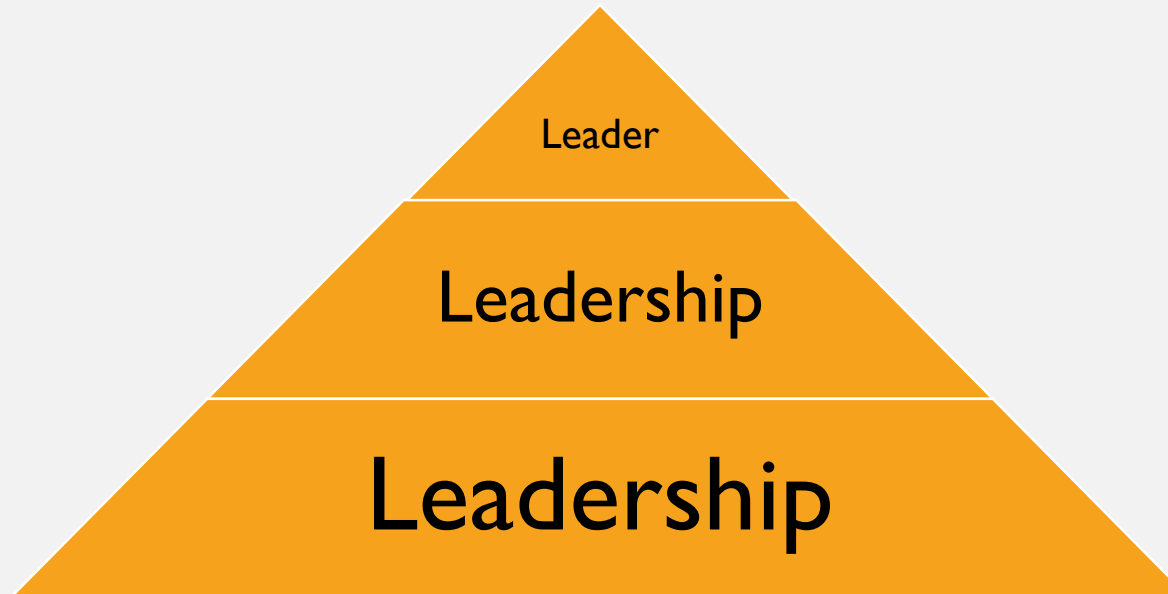
#REALLIFEEXAMPLE



Can you do both? Perceptions of fairness...

MOTIVATION

The reason or reasons one has for acting or behaving in a particular way.



THANK YOU!

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