President’s Message

Dr. Nancy Phenis-Bourke

Rise and Shine! My best day is going to be today because of YOU! IMA members and board members are my friends. I ask you, what is a friend? A friend listens, supports, and hears you speak. A friend laughs with you and cries with you. I have learned that no matter how successful one is in a global business, in a profession, or in an organization, or how much money one makes, life would be empty without friends. IMA would be nothing without friends---YOU! Who are your three closest friends? Contact them today and share good news.

So my GOOD NEWS begins with IMA’s three bold initiatives created during the 2019 Executive Retreat. All three initiatives include you, so read on!

1. Mentor Training – Kathleen Sciarappa is the Team CHAMPION for the training and will pilot it in 2020 @ the National Mentoring Symposium at Indiana University Purdue University, Indianapolis, Indiana.

2. Speakers/Consultants/Presenters Bureau - Lisa Fain is the Team CHAMPION for the bureau with timeline for 2022.

3. Mentoring Toolkit – Miriam Witmer is the Team CHAMPION for the toolkit aligning the toolkit with the mentor training. Timeline is 2022.

Your engagement in these three initiatives will give you IMA ownership and expand your networks, friendships, and mentorships.

“YOU GOTTA HAVE FRIENDS!”
**OCTOBER 2019 Webinar**

**Thursday, October 24, 2019**

1:00 pm – 1:45 pm EST

*Harness the Power of Mentoring to Earn Tenure and Promotion in Higher Education*

**Presented by: Dr. Linda Searby**

Associate Clinical Professor, School of Human Development & Organizational Studies in Education

College of Education, University of Florida

The tenure and promotion process in higher education can be daunting and stressful. Finding a mentor (or multiple mentors) is an important element for success in this endeavor. In this webinar, learn how to advocate for yourself in the process, how to choose mentors, and how to be a great protégé-colleague in order to prepare yourself to earn tenure and promotion. The presenter, Dr. Linda Searby, has earned tenure and promotion at two Research I institutions in her career, and has mentored many junior faculty in the academy. She will offer practical tips, advice, and encouragement for your academic journey.

**FOR MORE INFORMATION:** Please contact Carol Riley, IMA Webinar Administrator, Crilev919@yahoo.com for information on registering for a webinar or becoming an IMA Professional Webinar presenter.

**REGISTER at www.mentoringassociation.org/webinars**

---

**FEBRUARY 2020**

**Tuesday, February 11, 2020**

1:00 pm EST – 2:00 pm EST

*Addressing the Needs of Early Career Teachers through Mentoring*

**Dr. Benjamin Kutsyuruba**

Associate Professor, Education Policy, Leadership, and School Law

Queen’s University, Kingston, Ontario Canada

Associate Clinical Professor, School of Human Development & Organizational Studies in Education

**FOR MORE INFORMATION:** Please contact Carol Riley, IMA Webinar Administrator, Crilev919@yahoo.com for information on registering for a webinar or becoming an IMA Professional Webinar presenter.

**REGISTER at www.mentoringassociation.org/webinars**

---

**December Webinar**

**Tuesday, December 10, 2019 3:00 pm EST**

*Measure, Develop, Optimize Your Organization’s Greatest Asset: Your Employees*

Dr. Roxanne Reeves,
Founder MNTR.space and Recipient of the International Mentoring Association Hope Richardson Award for excellent in research

Dr. Patricia Peterson,
CEO, WMA Wellness Inc.

This session will introduce two validated, Canadian assessment instruments designed to measure leadership, positive mental health and mentorship cultures in the workplace. Since 2015, the Mental Fitness and Resiliency Inventory and the Positive Leadership Inventory have had over 20,000 administrations internationally, offering applications in English, French and Spanish. Interactions between mentors and mentees are impacted by the environmental approach to positive mental health and leadership within each organization.

**FOR MORE INFORMATION:** Please contact Carol Riley, IMA Webinar Administrator, Crilev919@yahoo.com for information on registering for a webinar or becoming an IMA Professional Webinar presenter.

**REGISTER at www.mentoringassociation.org/webinars**

---

Stay tuned for more webinars in 2020! Check out our website www.mentoringassociation.org for updates.
Harness the Power of Mentoring: How to find and work with the right mentor - A guide for a Solopreneur

Author: Virginia McGowen

REVIEWED BY Catherine Gorman, M.A.

Recently published and awarded finalist status in the 2019 International Book Awards, Virginia McGowan’s text, *Harness the Power of Mentoring* offers a germane resource for mentors and solopreneurs. The ten chapters include summaries of key insights and example vignettes that provide a guide for entrepreneurs managing their businesses on their own. McGowan presents philosophical and pedagogical mentoring discussions and examples in order to develop the psycho-emotional strengths of her readers. With over 30 years’ experience, McGowan asks relevant, challenging questions so that readers can engage in mentoring relationships without fear of business expense.

McGowan aptly argues, “Today’s mentoring relationship is all about personal and professional development” (p. v). Her text provides the resources for solopreneurs to successfully seek out and culture mentoring relationships. Through guidance provided in definitions, chapter discussions, inventory tasks, self-assessments, and goal activities, the publication is an invaluable tool for solopreneurs and mentors, alike. Although this text includes practice activities along with guides, a workbook is soon to follow as another resource.

One of the strongest elements of the text is its discussion of “new wave” mentoring. This modern perspective offers contemporary examples of working with Generation Z and incorporates suggestions such as utilization of Skype, Zoom, and Google Hangouts. McGowan’s text educates current and future mentors and mentees and certainly accomplishes her goal of “paying forward” the skills and lessons she relates in her expertise.


For more information:


Catherine A. Gorman, M.A., is a mentoring practitioner and Board Member of the International Mentoring Association. She is a Ph.D. student at the University of South Florida. Her research focuses on the impact of mentoring in higher education.
Leading in high stress and/or dangerous contexts is fundamentally the same, yet qualitatively different, from leading in other situations. These contexts are known as in extremis, defined by Kolditz (2007) as conditions where there is imminent physical danger or where followers believe that leader behavior will influence their well-being. As such, in extremis leadership is defined by this work as leading when life, limb, eyesight or livelihood is on the line (Cook Boyd, & Webb, 2019). Outcomes mean more than just success or failure – they can mean being hurt or healthy, dead or alive. The unique psychological, social, and organizational demands that arise during in extremis situations is what makes leading, and thusly mentoring, within these contexts different.

In extremis contexts, and the leaders therein, remain one of the least researched areas in the leadership field (Hannah, Uhl-Bien, Avolio & Cavarretta, 2009). In extremis leaders regularly perform supererogatory action – acts “done beyond the call of duty” (Walsh, 2014, p.6). Military examples of in extremis leaders are abundant, but others include first responders, law enforcement, and firefighters. Developing the capacity to mentor leaders who will function, perform, and survive during in extremis circumstances can appear to be a riddle inside an enigma. However, a tailored and holistic developmental approach will often be the answer for mentors.

Mentors who understand developmental processes beyond training scenarios and chats can craft experiences to fill developmental gaps that enhance performance. Indeed, coaching, teaching, and mentoring in extremis leaders necessitates specialized approaches for development. In addition to the career, psychosocial, and role model mentorship functions, mentoring for in extremis leaders requires creating integrated development frameworks. Research indicates that mentoring in extremis leaders requires a holistic developmental model which integrates interrelated psychological capacities, attributes, and skills which facilitate both leaders’ and followers’ ability to operate in high stress contexts. The “In Extremis Mentorship Development Model” (see Figure 1), crafted by MilitaryMentors.org, includes five facets that are chosen from research into the unique demands required to build higher trustworthiness, more psychological hardiness, tighter cohesion and stronger leader-follower partnerships: 1. Self-awareness, 2. Self-regulation, 3. Agency/motivation, 4. Social awareness, and 5. Worldview (Sweeney & Matthews, 2011). The components of the model are a combination and synthesis of three separate but related developmental constructs (Kram, 1985; Sweeney & Matthews, 2011; Van Velsor & McCauley, 2004).

Figure 1. In Extremis Mentorship Developmental Model
“In Extremis Leaders” by Chaveso Cook

Arguably, mentoring and developing people who can perform during high stress, high risk situations like in extremis contexts produce leaders that are high performing, and teams that are high functioning – desirable traits in any field. Given the risk and the potential traumatic circumstances that can arise, a tailor-made and innovative mentorship approach like the framework presented here can be just the competitive edge needed to grow in extremis leaders. Many organizations could benefit from building and maintaining these leaders, who undoubtedly achieve victory under pressure and show resilience beyond.

*******************************************************************************

Author Bio

Chaveso “Chevy” Cook is a Tufts University doctoral student focusing on Human Development. An active-duty Army Major with 16 years of service and 11 years of special operations experience, he also taught at his alma mater in the Department of Behavioral Sciences and Leadership at the United States Military Academy. He holds masters from both the University of Texas-El Paso and Columbia University. Chevy is a co-founder and Executive Director of the non-profit MilitaryMentors.org and is a member of the Carnegie Council for Ethics in International Affairs, the Council on Foreign Relations and the American Psychological Association.

IMA Consultant Certification

The International Mentoring Association (IMA) provides Consultant Certification to individuals who meet rigorous mentoring standards. IMA Certification confers recognition that the individual has demonstrated a commitment to excellence, to long-term improvement, and to professional goals. The consultant process represents a significant opportunity for leadership to strengthen and enhance mentoring programs through a self-assessment of program design, implementation, and success. More information on the IMA Consultant Certification and application process can be accessed on the IMA website, www.mentoringassociation.org

The International Mentoring Association also awards accreditation to effective, well-designed mentor programs through a comprehensive review process. Email accreditation@mentoringassociation.org for additional information.

Stay Connected

Via Twitter @IMA_Members

Like us on Facebook.
Recordings of Past Webinars for Members Only

Mentoring in a Global Market A New Emerging Trend in Translator’s Training
Ana Saldanha, Lisbon, Portugal

Description: Hear from an IMA international expert, Ana Sofia Saldanha, discussing mentoring skills that focus on international language translation corporate, student, and industry programs. The speaker will present mentoring for career changes and the impact that guidance and support can have while transitioning and building individual careers.

IMA Accreditation and Certification Program
Nancy Phenis-Bourke, Ed.D., CEO and President, International Mentoring Association, Naples, Florida
Donna Augustine-Shaw, Ed.D., Associate Professor, Department of Educational Leadership, Kansas State University

Description: A discussion about the IMA Accreditation and Certification Programs

Advantages of an Online Platform to Extend the Mentor’s Reach
John Gomez, PhD, Professor of Psychology, Our Lady of Lake University, San Antonio, TX

Description: Busy mentors would love to reach more proteges with our limited time, so Dr. Gomez discusses creating an online website as your outreach support tool. Mentors are encouraged to record their advice—i.e., answers to your proteges’ frequently asked questions—in an electronic format for greater distribution and for posterity. Dr. Gomez shows two illustrations of online websites that both extend the mentor’s reach and draw in proteges to pursue developmental mentoring relationships.

If you have any questions or would like more information about presenting an IMA Webinar, please contact Carol Riley at criley919@yahoo.com

What is your best question?

Dear IMA members,

On behalf of the IMA Professional Development Taskforce, we invite you to share your mentoring expertise and insights. Specifically, we look for examples of powerful questions that you use in your mentoring practice.

Your submissions will be compiled into a whitepaper toolkit that will be shared with all members of the IMA. We hope that the toolkit will be of high practical value to the members and will also create peer learning, recognition, and networking opportunities.

Please use the form linked below and sent in your submissions by October 31.
https://ufl.qualtrics.com/jfe/form/SV_5aTMPx0XggYa83b
Congratulations Are In Order

Congratulations to Elmhurst College and Mentor Partners!
Their recent submissions for program accreditation renewal received
Gold Program Accreditation status for five years!

CONGRATULATIONS TO CATHERINE GORMAN

An Expert Mentoring Consultant Certification
Renewed by IMA

Catherine Gorman’s initial certification was awarded in July 2016 as a result of her work at Florida Gulf Coast University. Her Knowledge of Mentoring Program Design and Knowledge of Consulting Facilitation, Skills, and Processes concluded the highest of scores during that review. As she has relocated to Florida South Western State College, she has continued to manage and develop a college-wide Peer Mentor program that covers four locations and serves over fifty student mentors for first year college students. Her FSW Peer Mentors have been previously NASPA (Student Affairs Administrators in Higher Education) Peer Educator certified and are consistently evaluated through supervisory and faculty assessments. Catherine’s job responsibilities include, but are not limited to, leadership, career services, program accountability, service-learning opportunities, collaboration, innovative multi-media technology, and tools for programming and data collection.

Her expansion of the FSW program has made significant and substantial improvements in mentoring best practices. The Peer Mentor Handbook is extensive and a model to be recognized as clear, concise, and complete for each stakeholder involved in the program.

As a result of focusing on research through her doctoral work, Catherine will impact the mentoring field in the area of career development. Her doctoral work will lead to a Doctor of Philosophy Student, Curriculum, and Instruction with a concentration in Career and Workforce Education, University of South Florida.

The quote in Catherine’s first certification review summary stands the test of time and again is relevant as she is recommended for IMA Certification Renewal. The quote is, “I {the reviewer} believe that Catherine Gorman will contribute outstanding influence over the mentoring field in higher education and other audiences in the future.”

Throughout the interview, Catherine shared her enthusiasm, her adherence to best mentoring practices, philosophies, program evolution, and progress in the field. Her leadership and unrelenting focus on research and development will provide a model for others.

We congratulate Catherine Gorman for her commitment to the field of mentoring and her endless energy to serving others through her mentorship achievements!

For more information about how you can get apply for certification, please see page 4.
Want to publish in our Connect Magazine?

Contact our Editors:
Catherine A. Gorman, M.A.
and
Miriam M. Witmer, PhD

We invite you to submit articles to our peer-reviewed magazine.

Upcoming issue:
Submit by January 15, 2020
Publication February 2020

Send articles to:
Catherine.Gorman@fsw.edu

If you are interested in becoming a peer-reviewer, please email us.

Welcome New Ambassador Board Members

International Ambassadors

Anna Sofia Saldanha
Portugal
Professional Translator

***

Ajay Keller,
Mumbia, India
Certified Professional Coach
Entrepreneurial Business

National Ambassadors

Lisa Fain
Center for Mentoring Excellence
Author and Speaker

***

Yulia A. Strekalova, Ph.D., M.B.A
University of Florida
College of Journalism and Communication

Visit our IMA website to learn more!