

## About this Newsletter

We are excited to be reaching out to all of you through our quarterly Mentorship Program newsletter – a space to share valuable information for Mentors and Mentees including suggestions, resources and ideas for making your mentorship experience as positive as possible.

## The Power of Mentoring

A **mentoring relationship** can be a win-win for everyone involved.

For mentors, the benefits can include...

- Enhanced leadership and coaching skills
- Stronger cross-cultural communication skills
- Better understanding of the skills and experience that immigrants bring

For mentees, the benefits can include...

- The opportunity to build or strengthen their local professional network
- More effective job search strategies
- Better understanding of the Canadian workplace and industry trends

*“This is a very rewarding experience and provides a great opportunity to not only give back to the community but to learn about new people, cultures and trends as well.”* Billy-Joe McInnis

Billy-Joe McInnis, Branch Manager of TD Canada Trust, has mentored a number of immigrants over the past year and is now championing the program within his organization.

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Billy-Joe McInnis with his mentee Leo Zhu

## Congratulations!

Tobias Becker, a Fiber Optic Network and Communication Specialist, was seeking a mentor with a similar background. He was matched with Donald Haché from ARCOM Group of Companies. After the first meeting with Tobias, the mentor felt his skill set could be used right away for a project and was hired immediately by ARCOM.

Congratulations Tobias and thanks to ARCOM for recognizing the talent and value that Tobias brings with him!





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## Foundation for Mentoring

Mentoring is a tool that organizations can use to nurture and grow their people. It can be an informal practice or a formal program. Mentors demonstrate, explain and model. The following assumptions form the foundation for a solid mentoring program.

**Deliberate learning is the cornerstone.** The mentor's job is to promote intentional learning through methods such as instructing, coaching, providing experiences, modeling and advising.

**Both failure and success are powerful teachers.** Mentors, as leaders of a learning experience, certainly need to share their "how to do it so it comes out right" stories. They also need to share their experiences of failure, i.e., "how I did it wrong." Both types of stories

## Four Mentoring Styles

Your mentoring style is created by assessing the activity level and amount of relational interaction that you prefer. Based on these preferences, four distinct mentoring styles emerge: Initiator, Connector, Encourager, and Processor.

### Initiator

The Initiator has a high activity drive and a lower relational reliance on others. They prefer to quickly get to work and they display a high need to accomplish results. They are comfortable with taking the lead and directing conversations. Initiators are dynamic, direct, and pragmatic. As a learner, they are aggressive and focused on getting results. As an expert they are decisive and task focused.

### Connector

The Connector has a high activity drive and a high relational reliance on others. They are spontaneous and quick-witted. They are typically well known and rely on their network of relationships to get things done. They enjoy fast-moving conversations that range across various topics. They genuinely like others and strive to create memorable experiences.

are powerful lessons that provide valuable opportunities for analyzing individual and organizational realities.

**Leaders need to tell their stories.** Personal stories offer valuable insight that must be shared. Mentors who can talk about themselves and their experiences establish a rapport that makes them "learning leaders."

**Development matures over time.** Mentoring -- when it works -- taps into continuous learning that is not an event. Rather, it is the synthesis of ongoing event, experiences, observation, studies, and thoughtful analyses.

Source: [managementhelp.org](http://managementhelp.org)

### Encourager

The Encourager has a lower activity drive and a high relational reliance on others. They are empathetic and purpose-driven. They really want to know and be known by others. They have a strong work ethic and place a high value on cooperation. They are great supporters and enablers of others. Encouragers are loyal, committed, and forthcoming. As a learner they are concerned about doing things correctly, and at an even pace. As an expert they are good listeners and empathetic.

### Processor

The Processor has a lower activity level and a low relational reliance on others. They are methodical and analytical, preferring accuracy and measurable results. They are steady and systematic in their approach to new topics and conversations, being particularly interested in facts and logical reasoning. They are organized and tend to know a great deal about their areas of expertise. Processors are formal, knowledgeable, and systematic. As a learner they are studious and diligent. As an expert they are objective and logical.

Source: [www.3creek.com](http://www.3creek.com)



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## Stay Connected

For more information on our Mentorship Program, please check out our website at

[www.isisns.ca/employment/for-employers/professional-mentorship](http://www.isisns.ca/employment/for-employers/professional-mentorship)

For more information on the complete suite of Employer Support Programs offered by ISIS, check out our website at

[www.isisns.ca/employment/for-employers](http://www.isisns.ca/employment/for-employers)

We're now on Twitter! Follow us at [www.twitter.com/employersupport](https://www.twitter.com/employersupport)



### Resources for Mentors

<http://triec.mentoringsoftware.com>

[managementhelp.org/leadingpeople/mentoring.htm](http://managementhelp.org/leadingpeople/mentoring.htm)

Kari Giddings of Canadian Pacific, Joe Marini of TD Bank Group and Dorene Weston of Full Circle Consulting Inc. highlighted in a recent webinar, sponsored by HireImmigrants.ca, how mentoring can benefit employers. [Access the webinar](#)

If you have any feedback or suggestions for future editions of this newsletter, or if you have any questions on the mentorship program, please feel free to contact:

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*Thanks for taking the time to learn more about Mentorship and the opportunities it can provide to you and our clients.*

*We appreciate your continued support!*



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