

# Put together your ideal “fantasy” mentoring team to have a “winning” career!



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# Our objectives for today:

We want you to:

- ▶ appreciate that there are **many different kinds of mentoring** that can span many different phases of your career.
- ▶ understand the **benefits of having a “team”** of different mentors to help shape your careers.
- ▶ **leave with a plan** to form your own “team” of mentors to cover crucial aspects of your careers.

# What we will cover

- ▶ A little introduction – for background/context
- ▶ About mentoring – what, why, how, when, and who
- ▶ Why you need multiple mentors across all the phases of your career(s).
- ▶ Putting together your “dream team” together to cover all aspects of your life and career
- ▶ Exercise – who do you need on YOUR dream team?
- ▶ Discussion
- ▶ Wrap up



# How many jobs/careers will you have?

- ▶ Studies show that people have many different jobs, and possibly a number of careers, during their working lives.
- ▶ You will benefit from a diverse team of mentors inside and outside work, not only through not only your current job/career but through these relationships.
- ▶ Even if you stay with the same company for decades, you will likely have many different jobs and roles that require different kinds of mentoring.

# What is mentoring?

- ▶ Dictionary.com

- ▶ 1. a wise and trusted counselor or teacher.
- ▶ 2. an individual who sponsors or supports.

- ▶ The mentor is usually older and definitely wiser (by virtue of her more extensive experience) than the mentee.



# Different mentors for different needs:



# Different kinds of mentoring over time

## Mentoring needs

- Time management
- How to work on a team
- Dealing with conflict
- Technical advice from SMEs
- How to act/dress in a technical workplace
- When and how to ask for help

- Sensing the workplace
- Understanding the corporate culture
- Finding a niche
- Understanding performance review
- Importance of assignments
- Time management
- Dealing with conflict

- Succeeding within the corporate culture
- Making strategic moves
- Defining success on your own terms
- Making decisions on career path
- Broadening your strategic view
- Setting long-term goals

- Achieving long-term goals
- Mentoring and coaching others
- Transferring knowledge and subject matter expertise
- Determining an exit strategy
- Dealing with corporate-level politics/conflict

Student/intern

Early career

Mid career

Seasoned

Career progression over time



# Benefits of having a “dream team” of mentors:

- ▶ You can use each mentor for what they do best
- ▶ Different perspectives will help you develop your own judgment and consider more alternatives to issues before acting
- ▶ Some things should not be shared within your current work group – you need someone from outside that will keep confidences
- ▶ Other things are very dependent on the current management and politics within your group and require someone with first-hand knowledge to give appropriate advice.



# Exercise

	NFL Fantasy	Yahoo!	ESPN
Quarterback	1	1	1
Running Back	2	2	2
Wide Receiver	2	3	2
Tight End	1	1	1
WR / RB Flex Spot	1	0	1
Kicker	1	1	1
Defense	1	1	1
Bench	6	6	7
Total Roster	15	15	16

▶ Where are you in your career progression?

▶ What are your current mentor needs now?

▶ Who did you choose and why?

# Summary and discussion

- ▶ Use a “dream team” of mentors focused on your needs at each phase of your career
- ▶ Re-evaluate your needs over time
- ▶ Adjust the composition of your “dream team” as the “season” changes and your career progresses
- ▶ At some point realize it will be time for YOU to become one of the coaches and begin to mentor others

**Questions?**  
**Comments?**