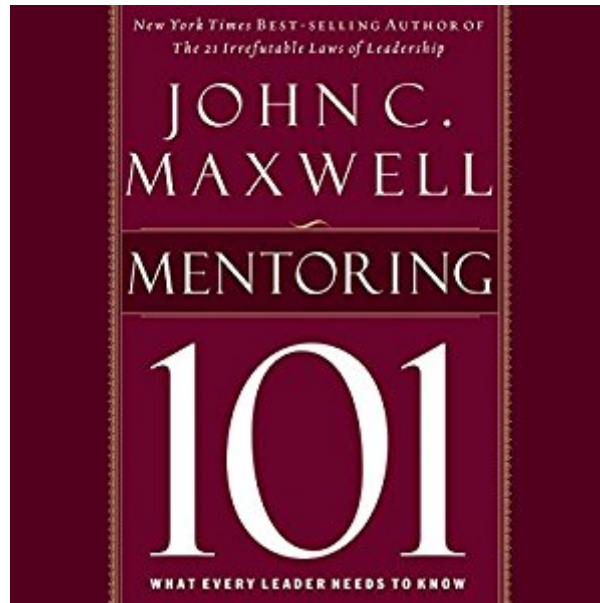


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# Mentoring 101: What Every Leader Needs To Know



## Synopsis

Ask the best leaders in any organization how they learned to be successful, and you often hear the same answer: They had good mentors. Now, international leadership expert John Maxwell gives the bottom line on mentoring in one short, easy-to-listen-to volume. In *Mentoring 101* he gives the steps needed to effectively reproduce your success in someone else. He explains how to choose the right person to mentor, how to create the right environment for leaders to thrive and grow, and how to get started. What if you spent your entire life achieving but never shared your wisdom with anyone else? Don't let your success end with you. As a mentor you can create a legacy that will last long after you are done listening.

## Book Information

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## Customer Reviews

Had I written this book, I don't know that I would have called it "mentoring 101". Perhaps instead, I would have called it "being a relational boss" or "bringing the best out of people at work". Most of the book is focused on the type of mentoring that is focused on results from the perspective of the average American company life (either for profit or non-profit, as Maxwell provides examples of both). While I may have renamed the book, that doesn't mean that it's bad. Maxwell brings out the basics of human interaction and goal achievement. He debunks several myths about management that we seem to inherently believe despite evidence to the contrary (i.e. "what most people need is isolation and time to do what they do," opposed to the truth of "most people need community and accountability"). Maxwell also uses a wealth of interesting stories and illustrations - probably

because his occupation outside of being an author is being a pastor. In my busy schedule it took me a couple of days to read this, so you could probably sit down and read the whole thing at once - and perhaps should do so every time that you hire someone or gain someone who you could be seen as a supervisor to. I'm someone who struggles with the basics of "being a boss" to people when they seem like they don't perform up to my standards. This book gave me some helpful insights as to how I can change in order to cut down the frustration in those relationships. Hope it does similar things for you.

I bought this book for my kindle to get a quick introduction to mentoring before starting a mentoring relationship. What I found is that the book does not really provide any deep insight into mentoring, mentoring techniques or any other practical guidelines but instead is mostly focused on general ideas and (somewhat trivial) general statements. While this might perhaps be sufficient to motivate somebody to develop a mentoring relationship, it is pretty much useless as a guide. This book reminds me of many other of the 'self improvement' category that try to give the reader a warm fuzzy feeling but don't provide anything of real use.

Mentoring 101 is a very short and practical book on mentoring by a well known expert on leadership. The book has a distinct 'corporate' feel, suitable for bosses and managers, and takes a top-down approach to mentoring (i.e. the mentor initiating the mentoring relationship and deciding who to mentor). The book has three parts. First is 'Getting Ready to Mentor Others' which discusses the reasons behind becoming a mentor and how to adopt a mentor's mindset up-front. Part two is about 'Engaging in the Mentoring Process', talking about who to mentor, how to set them up for success, how to help them do better work, and how to create the right environment. Part three is on 'Taking People Higher', where he discusses how to help others become better people and how to handle it if they surpass you. There is a lot of great advice throughout the book. Maxwell discusses motivations, the universal need to feel worthwhile and to be appreciated. He makes the key point that people buy into the person before they buy into their leadership - developing an authentic relationship is key. He also tells us about the need to make leadership development a top priority, treating every person as unique (bringing out their best, not trying to clone yourself), and how to help others find and use their strengths. Finally, the importance of building a culture for mentoring is discussed. If you keep in mind that this book is extremely short and not a comprehensive guide to all-things-mentoring, it can make a great introduction for the relational leader or manager ready to get serious about leadership development.

Maxwell's is always terrific writing. Hundreds of people have written about mentoring. Maxwell gives the topic his usual good perspective, valued by readers worldwide. A thin book, this is a relatively quick read. It helps to round out what a lot of more technically-oriented mentoring books missed.

The book is very practical. The author gives insight both into the profile of the mentor as well as the mentee. The author discusses both obstacles and benefits of the mentoring process. He cautions the mentor that the selection of the mentee is crucial since you want to invest in people who will benefit both the organization and enrich yourself as a mentor. In the final analysis, good mentoring benefits the entire organization in producing a legacy of leaders.

This is not really a book as I expected it to be. Unlike other Maxwell books which tend to be lengthy and full of content, this one has a little over 100 pages, and the physical size is about 4" x 6". The topic is great, and the information is sound. I would have preferred a book with more content though.

This was more refresher than new ideas. Mentoring 101 is full of common sense knowledge and did remind me of a few things that fall through the cracks after a few years of keeping up with corporate new ideas.. I consider this a very worthwhile read for anyone managing people.

I don't blame Maxwell for marketing these gift-sized books, but there is a danger in them: that someone who uses them may consider themselves well-versed in the subject matter. For someone who wants to study mentoring, it is an introduction, but only that, and as such may be a waste of time and money.

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