



CREATING

SUCCESSFUL TELEMENTORING

PROGRAMS

EDITED BY

FRANCES K. KOGHAN

JOSEPH T. PASCARELLI

A VOLUME IN
PERSPECTIVES IN MENTORING

Creating Successful Telementoring Program Perspectives On Mentoring Perspectives In Mentoring

**Rogers, Patricia L., Berg, Gary
A., Boettcher, Judith V., Howard,
Caroline, Justice, Lorraine, Schenk,
Karen D.**

Creating Successful Telementoring Program Perspectives On Mentoring Perspectives In Mentoring:

Creating Successful Telementoring Programs Frances K. Kochan, 2005-12-01 This volume Technological Aspects of Mentoring edited by Frances K Kochan and Joseph T Pascarella will examine mentoring in the technological age It will focus upon the impact and use of technology in terms of program development mentoring roles problems and solutions and issues to be addressed including confidentiality ethics and implications for future practice The editors will explore the possibilities for tomorrow from the work of today

Uncovering the Cultural Dynamics in Mentoring Programs and Relationships Frances K. Kochan, Andrea M. Kent, André M. Green, 2014-12-01 Although cultural issues have a powerful influence on the failure and success of mentoring programs and relationships there is scant research on this area and little in the way of guidelines that practitioners can use to help assure mentoring success This book seeks to expand our knowledge and understanding of this topic and to foster the use of this information to enhance practice and research The book is unique in a number of ways and will be an important resource for all those engaged in mentoring endeavors and for those conducting research in this area First it presents research findings on the cultural impact of mentoring at the individual relational level at the organizational level and within the structures of the society Secondly the chapters describe mentoring from an international perspective including programs from Africa Australia Canada Finland India Ireland Korea Scotland Sweden and the United States Third the book is research based and yet can be easily applied to practice Chapters provide information on lessons learned and also include reflective questions to enable the reader to delve more deeply into the constructs and findings in order to apply them to their own practice and research This makes the book an ideal resource for training mentors and mentees for designing mentoring programs for teaching about mentoring and for establishing and maintaining mentoring relationships It also will be of value to those who are engaged in conducting research on how to create and maintain successful mentoring relationships and programs Endorsements All mentoring relationships are diverse Indeed it is the difference between mentor and mentee that creates the potential for co learning Mentoring that bridges cultural gaps opens the way to an exchange of understanding about both internal and external assumptions and perspectives how each of us thinks and how the world functions for each of us In this book the editors and contributors demonstrate the diversity of diversity with particular focus on education in different societies I recommend it as essential background reading for anyone designing mentoring programmes in which cultural diversity will be a significant dynamic Dr David Clutterbuck Special Ambassador European Mentoring and Coaching Council In this boundary spanning volume the authors pull back the curtain on the latest evolution of mentoring theory and practice revealing that all mentoring relationships are intrinsically cultural Not only that the researchers present creative empirically sound ideas for mentoring at different scales personal encounters networked communities and loose collectives This book is robustly inclusive of structural layers of mentoring differentiated by context whether higher education schools or collegial communities making meaning of cultural diversity as

part of one's inner core of relational and systematic mentoring Practitioners of mentoring and researchers of mentoring alike should find this work important for understanding the breadth and depth of mentoring in different cultural contexts while allowing its essence to remain unfolding rather than simply told All mentoring professionals can gain insight and value from the diversity of theoretical orientations that capture as well as map the impact of global and cultural influences of mentoring in everyday worlds A must read for all who care about the quality of educational relationships and about making a difference in learning settings Dr Carol A Mullen Professor of Educational Leadership Virginia Tech University Council for Educational Administration UCEA Plenary Session Representative PSR

Creating and Sustaining a Collaborative Mentorship

Team Dianne M. Gut, Beth J. VanDerveer, Mary Barbara Trube, Pamela C. Beam, 2020-09-01 In response to changes in the workforce scholars are calling for mentoring that is more fluid flexible and responsive to the needs of diverse groups of individuals whether culturally Kochan Kochan Searby George Mitchell Edge 2015 or intergenerationally Thorpe 2012 diverse With these changes there are greater demands for intergenerational and intercultural collaboration and mentoring One response to these changes is to take a more collaborative interactive and transformational approach to mentoring In response this book provides a model for collaborative mentoring based on best practice grounded in theory and research and framed by the Dynamic Model of Collaborative Mentorship Each chapter provides a description of one of the five components of the mentoring model which are grounded in theory and include agency values engagement patterns and roles Individual chapters provide resources prompts and questions to guide reflection and suggested readings This book is authored by four individuals who work research and write as a team The book itself is the product of their mentoring research as well as their mentoring practice in action It is current and timely focusing on team processes which are collaborative dynamic reflective and continuously developing and evolving

HRD Perspectives on Developmental Relationships

Rajashi Ghosh, Holly M. Hutchins, 2022-01-04 Developmental relationships constitute interdependent generative connections that promote growth and learning among individuals While studies reporting the impact of developmental relationships on learning performance and career development leaves no doubt about its relevance to the human resource development HRD field we lack an in depth understanding of how developmental relationships apply to the myriad of topics relevant to contemporary HRD research and practice such as social justice diversity and equity leadership development career transitions knowledge sharing organization development employee engagement organizational learning culture globalization national HRD and technology at work This book presents a comprehensive collection of evidence based studies and conceptual articles that explore how developmental relationships that are cultivated within and outside of the workplace apply to those clusters of topics in HRD Organized around six themes the chapters examine topics such as knowledge management critical perspectives on gender diversity and equity building a learning organization talent development and emotional closeness in the context of virtual workplaces In doing so the book highlight how research on developmental relationships can be the

underlying thread connecting the otherwise disconnected varied topical foci of HRD research and practice thus broadening our understanding of the relevance of developmental relationships within the HRD field This volume advances HRD scholarship and will appeal to researchers interested in exploring the nature and benefits of developmental relationships including mentoring and coaching More Than a Mentoring Program Graig R. Meyer, George W. Noblit, 2018-04-01 In striving to reduce racial achievement gaps schools and youth development programs are increasingly turning to youth mentoring programs But how to ensure success Here accomplished educators Graig Meyer and George Noblit reveal how one such program challenged institutional racism and eliminated persistent achievement disparities in a local school system that boasts a national reputation for excellence The authors share personal lessons strategic guidance and detailed practical advice for education and community leaders seeking to create successful youth mentoring programs Their story backed by research offers real world perspective on the important work of challenging systemic racism in schools Meyer and Noblit demonstrate how mentoring and advocacy come together in a strengths based program that boosts academic success and post secondary enrollment for youth of color while also creating change to benefit all students in a school system

Mentoring for Wellbeing in Schools Benjamin Kutsyruba, Frances K. Kochan, 2024-01-01 This volume of the Perspectives on Mentoring Series explores the role of mentoring in promoting wellbeing of both mentees or proteges and mentors in K 12 school settings At its core mentoring is about helping advising supporting and guiding mentees and proteges to gain a wide variety of skills abilities and or attributes Another outcome of mentoring less often discussed is the positive impact it can have on the mental health and wellbeing of both the mentor and mentee Of particular interest for this edited volume is how mentoring can promote mental health build resilience and develop capacity to maintain and sustain emotional psychological and social wellbeing for all in the K 12 school settings The notion of wellbeing in general includes both hedonic aspects of feeling good positive emotions and eudemonic conducive to happiness aspects of living well that entail experiences of positive relationships meaningfulness in life and work senses of mastery and personal growth autonomy and achievement This edited volume expands and adds to the existing literature on mentoring in schools by offering a collection of works that examine the connection between mentorship and wellbeing This volume includes chapters that describe effective mentoring for wellbeing detail positive approaches to mentoring youth offer recommendations for growing the wellbeing of pre service teachers early career teachers and mid late career teachers illustrate approaches to growing a community of educators through mentoring and developing teacher leaders as agents of change and facilitators of wellbeing and discuss studies and models for nurturing and promoting wellbeing among and through school leaders in national and international settings Through these chapters authors advocate for greater attention to how to support and nurture wellbeing as central to mentorship efforts in K 12 school settings **ENDORSEMENTS** Mentoring for Wellbeing in Schools shines light on wellbeing in studies of mentoring in K 12 education This collection provides researchers practitioners and policymakers alike with a rich

array of wellbeing in mentoring relationships not as an add on feature of mentorship but rather an essential aspect of mentors support and role As demonstrated from various perspectives a culture of wellbeing in schools has multiple benefits for people and organizational cultures including teacher and leader preparation Readers especially those concerned with the flourishing of schools in a pandemic world will walk away better prepared to make mentoring work Carol A Mullen Virginia Tech Effectively marshalled by Kutsyuruba and Kochan respected international authorities on mentoring the authors provide a wealth of examples and guidance on much needed means of promoting wellbeing and human flourishing in schools Given the vast number of threats and impediments to the wellbeing of students trainee teachers established teachers and principals worldwide this work is extremely timely Arguably it should be compulsory reading for school principals mentors teacher educators mentor trainers education researchers in these spaces and perhaps more importantly anyone who holds public office and makes or has the capacity to influence decisions which impact the work of school teachers and principals Andrew J Hobson University of Brighton UK

Mentoring for the Professions Aimee Howley, Mary Barbara Trube, 2014-10-01 This edited volume brings together conceptual and empirical work from various professional fields to inform a perspective on mentoring that goes beyond what is needed for today and orients toward what is needed for the future in order to promote healthy and productive organizations This perspective is important because the pace of change in organizations is rapid and increasingly so Under conditions of rapid and on going change employees students and colleagues all are learners and the learning needs of these adults demand meaningful and focused strategies for professional development A major strategy with demonstrated value for fostering learning among adults is mentoring which contributes both relational and structural support for such learning This support helps organizations build communities of practice in which colleagues alternate the role of mentor and mentee by sharing different types of expertise and different perspectives on organizational challenges Chapters within the book focus on theoretical perspectives on mentoring the connection between change and mentoring the character of the leadership that mentoring entails the developmental processes that mentees experience the transformation of the mentee as a result of mentoring the value of matching mentor and mentee styles and the role of mentoring in organizational team building Furthermore some chapters explore the similarities and differences in individual versus group mentoring And some of the contributions elaborate linkages among mentoring concepts and those used in related practices such as coaching and distributed leadership

SAGE Handbook of Mentoring and Coaching in Education Sarah Fletcher, Carol A Mullen, 2012-03-22 The knowledge base about mentoring and coaching in education has grown considerably worldwide in the last decade The very many definitions of mentoring and coaching demand an evidence base to assist with understanding the convergence and distinctions between these concepts and with situating them in relation to learning This Handbook is a leading source of ideas and information It covers national and international research on schools higher education and disciplines within and beyond education The editors draw together contributions and present evidence bases

and alternative worldviews in which concepts are both untangled and substantiated Unique in its coverage this handbook maps current knowledge and understanding values and skills underpinning educational mentoring and coaching for learning Contributors who are leading scholars and practitioners address issues of theory and practice in school higher education and other educational contexts and they set out practical applications of coaching and mentoring for practitioners and researchers Contributors also address social justice issues such as those involving traditional and technical forms of mentoring and coaching democratic and accountability agendas and institutional and historical patterns of learning The SAGE Handbook of Mentoring and Coaching in Education is an essential reference for practitioners researchers educators and policymakers Dr Sarah J Fletcher is an international Educational Research Mentoring and Coaching Consultant and she convenes the Mentoring and Coaching SIG for the British Educational Research Association Carol A Mullen is Professor and Chair Educational Leadership and Cultural Foundations Department at The University of North Carolina at Greensboro North Carolina USA

Best Practices in Mentoring for Teacher and Leader Development Linda J. Searby, Susan K. Brondyk, 2015-10-01 Mentoring in educational contexts has become a rapidly growing field of study both in the United States and internationally Fletcher Kappa Delta Pi Presidential Commissioner This volume Best Practices in Mentoring for Teacher and Leader Development forwards principles of effective mentoring including the role and importance of talk in mentoring using tools that make mentoring talk more purposeful analyzing practice involving mentors in opportunities to share their practice providing space for mentees to have a voice in mentoring conversations and promoting learning at all levels as part of instructional leadership in schools Much research is still needed to build a sense of urgency that mentoring can matter and ideas promoted within this book can contribute to this important conversation Randi Nevins Stanulis Professor Department of Teacher Education Michigan State University and Director of Launch into Teaching This book is a huge first step in a field where best practices have not yet been agreed upon and it is sure to be a leading voice in research on teacher and principal mentoring As such this book helps to bring together a variety of beliefs evidence and practices in teacher and principal mentoring and gives a clear pathway for others trying to establish best practices in their mentoring fields For those in the K 12 fields and in all mentoring practices this is a thought provoking must read Nora Dom nguez International Mentoring Association President and CEO

The Art and Science of Mentoring Ellen H. Reames, Linda J. Searby, 2021-01-01 The Art and Science of Mentoring is a collection of chapters and vignettes that honors one of the leading experts of mentoring Fran Kochan Her amazing role of being able to blend theory and practice in regards to mentoring is captured in these pages As one prote ge said She practices what she preaches The volume is divided into an introduction Part II which explores important concepts and ideas in regards to mentoring and then Part III which are essays from individuals whom Fran Kochan mentored throughout her life In closing Fran Kochan lives and breathes her words Even today she continues to work with scholars practitioners and others she meets She offers a guiding hand she uplifts and she supports all that she meets Please

enjoy this volume of highlights of research from top mentoring experts who are peers of Dr Kochan as well as the tributes from a sampling of individuals she has mentored to successful careers You will be inspired to learn how Dr Fran Kochan masters both the art and science of mentoring We honor her in this book as scholar mentor and friend **Teaching and Learning with Technology** Concetta M. Stewart, Catherine C. Schifter, Melissa E. Markaridian Selverian, 2010-07-02 Today new media is both augmenting and extending the traditional classroom with a variety of technology based tools available to both students and faculty and has created new virtual classrooms for anywhere anytime availability to education Despite the enormous potential for technology to support the educational enterprise in this emerging creative economy technologies are still not yet fully integrated in the classroom and their association with educational outcomes is as yet unclear This book profiles scholarly work from around the world to examine closely the effectiveness of the newest media in education at bridging the gaps among and between teachers students and subject matter at all levels from K 12 through adult education These pieces are theory based investigations with implications for future research theory and application Contributors examine how the fields of education and new media have evolved and are continuing to evolve pedagogically and practically from predominantly instructivist with a passive one way teaching format to constructivist including teacher and learner controlled sensorially immersive and socially interactive exchanges This book will be of interest to students and faculty in the areas of new media in education including distance learning online learning and virtual learning **Facilitating In-Service Teacher Training for Professional Development** Dikilitaş, Kenan, Erten, Ismail Hakki, 2016-12-12 As new trends emerge in the realm of education instructors are faced with the task of continuing development in order to stay up to date on the latest teaching methodologies for both virtual and face to face education Facilitating In Service Teacher Training for Professional Development is a pivotal reference source for the latest research on the scenarios faced by in service educators uncovering models recent trends and perceptions of in service teacher training Featuring extensive coverage across a range of relevant perspectives such as teacher identity collaborative teacher development and exploratory practice this book is ideally designed for researchers practitioners and professionals seeking current research on the need for continuing development in teacher education **Telementoring in the K-12 Classroom: Online Communication Technologies for Learning** Scigliano, Deborah A., 2010-08-31 Telementoring in the K 12 Classroom Online Communication Technologies for Learning provides the latest research and the best practices in the field of telementoring Theoretical and pragmatic viewpoints on telementoring provide guidance to professionals wanting to inform their practice A solid base of telementoring information and an expansive vision of this practice combine to promote the understanding and successful implementation of telementoring **Operative Endoscopic and Minimally Invasive Surgery** Daniel B. Jones, Steven Schwaitzberg, M.D., 2019-03-07 This is a new reference edited by two leading authorities in the field of minimally invasive surgery that differentiates itself from other similar titles by providing a stronger emphasis on incorporating newer technologies The book

discussed the incorporation of flexible endoscopy into surgical practice harvesting the expertise of gastroenterologists and surgical endoscopists It also discusses minimally invasive operative procedures such as laparoscopically assisted vaginal hysterectomy Encyclopedia of Information Science and Technology, Third Edition Khosrow-Pour, D.B.A.,

Mehdi,2014-07-31 This 10 volume compilation of authoritative research based articles contributed by thousands of researchers and experts from all over the world emphasized modern issues and the presentation of potential opportunities prospective solutions and future directions in the field of information science and technology Provided by publisher

Encyclopedia of Distance Learning, Second Edition Rogers, Patricia L.,Berg, Gary A.,Boettcher, Judith V.,Howard, Caroline,Justice, Lorraine,Schenk, Karen D.,2009-01-31 Offers comprehensive coverage of the issues concepts trends and technologies of distance learning **Mentoring in Education** Cedric Cullingford,2016-04-22 Mentoring has become a hot topic in a number of professional spheres in recent years but its most important and longest established location is in education However this volume is the first wide ranging academic critique of the concept and its application Offering both a critical and a practical stance the authors examine the historical and cultural aspects of mentoring and the motivations behind it They also explore the effects on the individuals involved and on the system and examine the different approaches to the idea and implementation of mentoring Drawing contributions from Europe the USA and the Middle East this work considers a wide range of empirical studies of mentoring from those countries that have invested in it including case studies and analyses of current practice The book makes a major contribution not only on account of the international perspective it provides but also through analysis of cases in order to establish the difference between the much vaunted theoretical advantages promoted by policy makers and the everyday realities and complexities that arise in a scheme entirely dependent on personal relationships **The Handbook of Mentoring at Work** Belle Rose Ragins,Kathy E. Kram,2007-10-09 This

handbook is remarkable in that it provides a comprehensive and finely nuanced account of the diverse approaches that researchers theorists and practitioners have taken to mentoring by incorporating insights of some of the most widely known and respected researchers in careers and in mentoring This handbook is poised to become a classic in career and mentoring literature with its potential long term heuristic usefulness in generating new intersections among theory research and practice Rebecca L Weiler Suzy D Enbeau Patrice M Buzzanell Purdue University This handbook is poised to become a classic in career and mentoring literature with its potential long term heuristic usefulness in generating new intersections among theory research and practice it is encouraging that so much of the handbook establishes grounds for future communication research and relates directly to current trends in organizational and managerial communication **MANAGEMENT COMMUNICATION QUARTERLY** Ragins and Kram both scholars whose work ignited the field of mentoring some 20 years ago and has guided it ever since have teamed up to produce this lucid and accessible compendium of research and theory on mentoring relationships at work Bringing together an impressive group of scholars this volume offers a

comprehensive assessment of the current state of knowledge about mentoring as well as an ambitious theory driven practice oriented agenda for future research This book is an essential resource and could not be more timely as organizational scholars and practitioners alike grapple with the challenges of developing an ever more diverse workforce to meet the needs of an ever more global and technologically sophisticated organizational world Robin Ely Harvard Business School The most complete reference in mentoring The most seminal thinkers and the most significant collection of essays in print A must read for everyone concerned with growth and learning Warren Bennis University of Southern California This book is extremely timely After two decades of research and debate it provides a definitive guide to the study and practice of mentoring In a world of looming talent shortages it will prove an invaluable resource to reflective practitioners and organizational scholars alike The authors should be congratulated for offering this tour de force of cutting edge research and practice on mentoring while also charting new territories for future investigation Herminia Ibarra INSEAD From two of the leading theorists in the field of mentoring comes an extraordinary volume Ragins and Kram have guided a stellar group of authors toward new heights in theory and practice The book covers all the bases and provides multiple perspectives some entirely new that promise to be generative of innovative research and practice No one interested in mentoring neither scholar nor practitioner can afford to ignore this remarkable book Lotte Bailyn MIT Sloan School of Management The explosion of interest in workplace mentoring today cries out for more robust research frameworks as well as new and better practical applications This superb Handbook closes that gap by bringing together leading scholars and practitioners for a comprehensive overview of this fast growing phenomenon Researchers students human resources professionals and practicing managers alike indeed anyone who has been a mentor or mentee will find this groundbreaking volume an indispensable companion John Alexander Former President and Senior Advisor Center for Creative Leadership The Handbook of Mentoring at Work Theory Research and Practice brings together the leading scholars in the field in order to craft the definitive reference book on workplace mentoring This state of the art guide connects existing knowledge to cutting edge theory research directions and practice strategies to generate the must have resource for mentoring theorists researchers and practitioners Editors Belle Rose Ragins and Kathy E Kram address key debates and issues and provide a theory driven road map to guide future research and practice in the field of mentoring Key Features Takes a three pronged approach Organized into three parts Research Theory and Practice Breaks new theoretical ground in a time of change The theory section extends the theoretical horizon by providing perspectives across related disciplines in order to enrich enliven and build new mentorship theory Makes sense of research and planning new directions The research part brings together leading scholars for the dual purpose of chronicling the current state of research in the field of mentoring and identifying important new areas of research Builds bridges between research and practice The practice part brings together leading mentoring practitioners to connect theory and research to practice specifically addressing how mentoring has changed over the past 20 years Offers coherence within and

across each section At the beginning of each part the editors provide a roadmap of the main themes how they relate to one another as well as to other parts of the book Examines the impact of the changing landscape of careers Framed within the new career landscape the book incorporates changes in diversity organizational structure and technology Intended Audience This complete and comprehensive volume defines the current state of the field making it the ultimate resource for scholars students and practitioners pursuing research on mentoring and related phenomena It can also be used as a core or supplementary text in graduate courses on mentoring in the fields of business management industrial organizational psychology education social work health care nursing communication sociology and criminal justice Strands of Sustainability Gerard Magill,James Benedict,2022-11-07 This volume highlights emerging concerns and pivotal problems about our planet s environment and ecology The contributions gathered here highlight the importance of integrating expertise to foster strands of sustainability regarding artificial intelligence education health biomedical engineering and generational challenges The book concludes with an ethical analysis of the multiple and over lapping challenges that require urgent attention and long term resolution It will appeal to scholars and students in a variety of disciplines and fields that deal with sustainability Power Mentoring Ellen A. Ensher,Susan Murphy,2011-01-07 Written to reflect the realities of todays business environment Power Mentoring is a nuts and bolts guide for anyone who wants to create a connection with a protg or mentor or to improve a current mentoring relationship Filled with illustrative examples and candid insights from fifty of America smost successful mentors and protgs Power Mentoring unlocks the secrets of great mentoring relationships and shows how anyone including those who are well established in their careers or those who are just starting out can become a successful mentor or protg Based on compelling interviews from Ellen Ensher and Susan Murphys own research this important resource explains what it takes to develop a power mentoring network consisting of a variety of mentors across a range of organizations and industries The authors provide strategies for establishing suchpower mentoring relationships outline the best practices and offer insights from mentors and protgs in a variety of fields including technology politics and the media

Enjoying the Track of Appearance: An Psychological Symphony within **Creating Successful Telementoring Program Perspectives On Mentoring Perspectives In Mentoring**

In some sort of eaten by screens and the ceaseless chatter of instantaneous interaction, the melodic elegance and mental symphony produced by the published term frequently fade into the back ground, eclipsed by the constant noise and disturbances that permeate our lives. Nevertheless, located within the pages of **Creating Successful Telementoring Program Perspectives On Mentoring Perspectives In Mentoring** a stunning fictional treasure brimming with organic feelings, lies an immersive symphony waiting to be embraced. Crafted by an outstanding musician of language, that fascinating masterpiece conducts visitors on an emotional trip, skillfully unraveling the concealed tunes and profound impact resonating within each carefully crafted phrase. Within the depths with this poignant assessment, we shall examine the book is central harmonies, analyze their enthralling writing design, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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