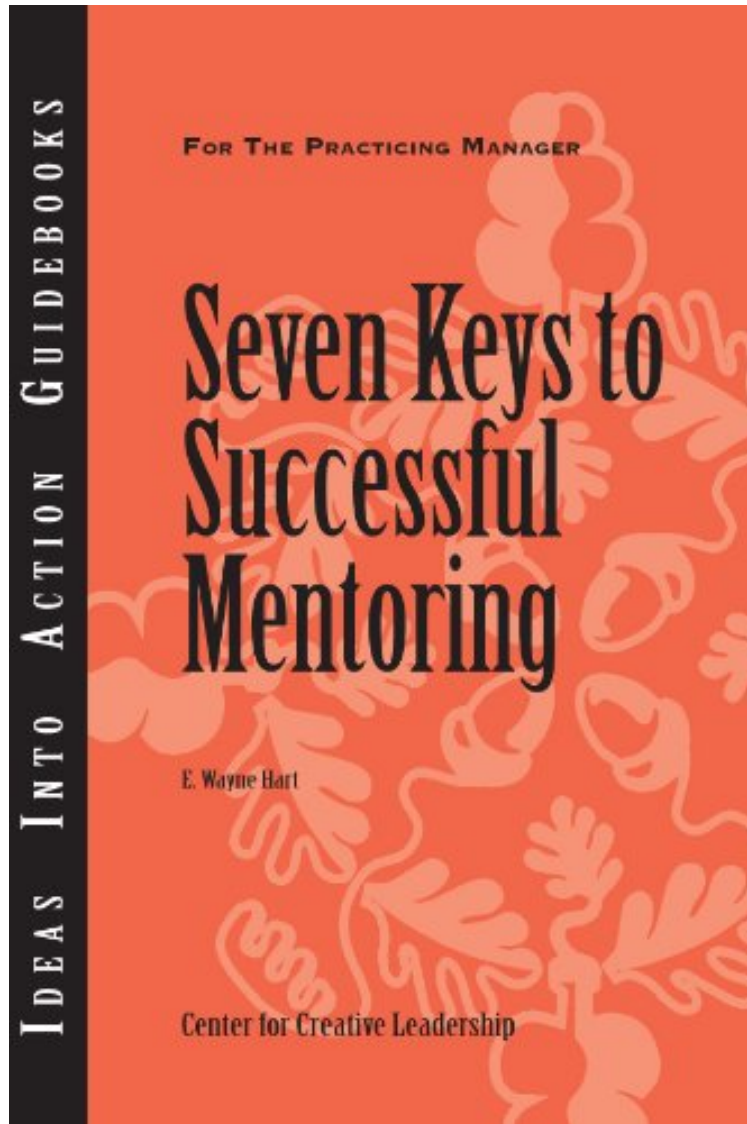


[Ebook pdf] Seven Keys to Successful Mentoring (J-B CCL (Center for Creative Leadership))

## Seven Keys to Successful Mentoring (J-B CCL (Center for Creative Leadership))

*E. Wayne Hart*

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Mentoring is an intentional, developmental relationship in which a more experienced, more knowledgeable person nurtures the professional and personal life of a less experienced, less knowledgeable person. Both mentors and mentees realize many benefits from mentoring, as do organizations that encourage, structure, and support mentoring. Effective mentors develop the leadership capacity of their mentees while increasing their own skills. They transfer their knowledge and expertise back into their organizations. They nurture the alignment between employee aspirations and organizational imperatives, and they create depth and loyalty within their organizations. Leaders who take mentoring seriously and handle it effectively have a profound impact.

About the Author The Center for Creative Leadership (CCL) is an international, nonprofit educational institution whose mission is to advance the understanding, practice, and development of leadership for the benefit of society worldwide. We conduct research, produce publications, and provide a broad variety of educational programs and products to leaders and organizations in the public, corporate, and nonprofit sectors. E. Wayne Hart is a senior enterprise associate at CCL's San Diego campus. He is a trainer in open-enrollment programs, and he designs and delivers custom programs. He is a liaison between research and training aspects of programs. He holds a B.A. in literature, an M.A. in administration, and an M.A. and Ph.D. in psychology.