

Corporate Testimonials about *Mentoring Solutions*

“When I was **Director of Human Resources for Eastman Kodak**, I was responsible for orienting newly hired researchers into our research labs. They had doctorates from top universities. Because of our reorganization, they had to do applied research for a Business Unit, usually on a team. Previously, they mostly did pure research on their own projects, working alone. To orient them to our new way of doing research, we tried putting them beside veteran researchers in the lab – to receive *informal mentoring* when needed – but this didn’t work. So, I contacted Bill Gray to help us plan and implement a *formalized Mentoring Program*. To get high-level support, we created an assessment of knowledge, attitudes and competencies that new researchers need to learn during their first six months. During the training of mentor-protege partners, partners created an Action Plan for achieving learning outcomes identified by our assessment.

Because the first program worked so well, I contacted Bill again for help with another challenge. Kodak’s leaders had decided to enter the digital age, so we hired new researchers with doctorates in electronics, electrical engineering, and related fields. We wanted them to work with our chemistry-oriented researchers on new hybrid projects, such as the laser printer and digital camera. However, they did not work together very well. During collaborative planning of a mentoring program, we decided that Knowledge Exchange was needed so researchers with backgrounds in chemistry and electronics could mutually exchange knowledge about their discipline – without either partner feeling superior or inferior to the other. After partners were matched, Bill trained them to exchange knowledge about major contributions each discipline can make, key concepts, problem-solving strategies, acronyms and jargon, etc. Partners created an Action Plan so both would be prepared.

Bill has helped many clients plan and implement formalized mentoring programs that produce intended results. His book describes the approach he has used for over 40 years. I know from personal experience that simply encouraging informal mentoring does not produce desired outcomes for proteges, mentors, and their organization.

I can recommend Bill and this book with complete confidence, based on our professional association over the years we worked together on various Eastman Kodak projects.”

~Bob Calman, former Director of Human Resources for Eastman Kodak.

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“After the first eight years, I statistically analyzed all the data from about 300 participants and found that the mentors and proteges who reported the most benefits had been in long-distance relationships (not living or working in the same state). This outcome occurred because Dr. Gray taught partners to create a *Mentoring Action Plan* during partner training and then use this to schedule meetings and be prepared for them. The long-distance partners did this better than same-location partners.

After 2000, I took over from Bill and conducted his *Mentoring for Results Partner Training* for CSX – even after I started my own company. I know from 18 years experience as a coordinator and trainer that virtual strangers (who have been matched as partners) feel so comfortable that mentoring actually occurs during partner training. Partners compare protege needs and mentor expertise after answering the *Protege Needs Inventory*. Partners discuss difficult challenges using Bill’s *6-Step Mentoring Process* – and then plan how to address this using a *Mentoring Action Plan*. Partners learn how to use four Mentoring Styles for giving/receiving assistance, after answering Bill’s Mentoring Style Indicator.

Even during two recessions, Mentoring for Results Partner Training has continued to take place because it produces *Mentoring Relationships that Produce Results!*”

~Dr. Doug Klippel, former Mentoring Coordinator at CSX and current President of People Development Partners
(<http://www.peopledevpartners.com>)

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"Dr. Gray [trained] mentors and members of the Personnel Organization and Mentoring Subcommittee. During the three days, it was obvious that Dr. Gray is extremely knowledgeable about all the facets of mentoring and certainly has the expertise in this field. He was able to answer complex questions posed by Hewlett-Packard mentors, as well as help Personnel and subcommittee professionals finalize measurement tools and program logistics."

~ excerpt from testimonial, Hewlett-Packard

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"I attended Mentoring Solution's one day 'Developing Successful Mentoring Programs' workshop. The significant learnings I took away from the workshop are as follows: My concepts of mentoring changed... Constant training, monitoring and evaluation help maintain the quality of the Program and ensure that Program goals are being met... The four Components of a Mentoring Program help ensure its success... The workshop has given me a foundation and focus. Thanks for your help."

~ ICI Pharmaceuticals Group