

William A. Gray, PhD

President of Mentoring Solutions

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All Businesses need the Mentoring Solutions and Skill Coaching & Knowledge Solutions I've provided for 150+ Clients.

Contact me for a 20-minute Dialogue and
30% Discount on our custom-designed Mentoring Tools (over 300,000 purchased).

Past Performance (some examples):

- ❑ Developed **Competencies** (75% of Clients; Air National Guard; BC Govt; NCR; AT&T; CSX; Island Health; Calgary Health Region).
- ❑ Developed **Project Managers** (Turner Construction; Kodak; Saskatchewan Property Mgmt).
- ❑ Rectified **inter-generational conflicts** (Varian Associates; AT&T Telecommunications).
- ❑ Developed **Diversified Workforce** (90% of our Clients; Defense Supply Center Columbus; Federal Aviation Admin; Litton Guidance & Control; EXXON; Chevron; Shell Oil; C&O Railway; Pac Bell; Verizon).
- ❑ **Innovated products** faster (AT&T Consumer Lab; NCR; Jet Propulsion Lab; Kodak; Hewlett-Packard; Pathway Software).
- ❑ Promoted **Knowledge Transfer** (AIL Systems; Kodak Imaging Science; Sony Electronics; SNC•Lavalin).
- ❑ Resolved **Worker Dissatisfaction** (Office of Comptroller of Currency; Dow Chemical; Exxon; Pacific Bell).
- ❑ Rectified **Turnover** (Allegheny Ludlum Steel; Ontario Govt; ScotiaBank; Wells Fargo).

Mentoring Skill Coaching Knowledge Solutions



*Different Resolutions
for
Different Challenges*

by

William A. Gray, Ph.D.
President, Mentoring Solutions

Order from Amazon.com
& BarnesandNoble.com



Experience as a Designer: [In All Industry Sectors]

- ✚ Designed 150+ structured Planned Programs for Mentoring, Skill Coaching and/or Knowledge Transfer.
- ✚ Facilitated collaborative planning with Key Stakeholders to ensure widespread support & better outcomes.
- ✚ Ensured Program Benefits occurred for Program participants and ROI occurred for the sponsoring Organization.
- ✚ Combined best practices from Education (right methods) and from Business (results satisfied business case).



<p>Experience as a Trainer:</p> <ul style="list-style-type: none"> ❖ Trained over 20,000 Mentor-Protege Partners to launch Mentoring during Partner Training – to enhance results. ❖ Used a 4-D Training Process for over 40 years (Describe, Demo, participants Do application, then Debrief). ❖ Trained Coaches to develop Competencies (skills + conceptual understanding + confidence + situational awareness). ❖ Trained Knowledge Providers to transfer, exchange, and propose appropriate Knowledge Solutions. 		<p>Provides examples of our proven Mentoring Tools:</p> <ul style="list-style-type: none"> • <i>General Style of Functioning</i> • <i>Mentoring Style Indicator</i> • <i>6-Step Mentoring Process</i> • <i>Protege Needs Inventory</i> • <i>Mentoring Action Plan</i> • <i>Skill Coaching Plan</i> <p>Order from Amazon.com & BarnesandNoble.com</p>
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Experience as a Developer of Training Materials/Tools:

Created custom-designed Materials/Tools for specific groups (e.g., new hires; career development; leaders; others):

- Workbook of Partner Training Activities; 6-Step Mentoring Process for resolving Challenges.
- Tools (e.g., Mentoring Style Indicator; Protege Needs Inventory; General Style of Functioning).
- Tools/Materials to produce & document Results (e.g., Mentoring Action Plan; Skill Coaching Plan).



Experience as an Evaluator of Results:

- Developed questions and facilitated Focus Groups to obtain individual feedback (for Qualitative Evaluation).
- Developed questions for Survey Assessments (for Quantitative Evaluation).
- Analyzed Survey responses to obtain group feedback.
- Compared Qualitative & Quantitative Evaluations to make enhancements.
- Used Qualitative & Quantitative Evaluations to expand Programs to new participants.

Education & Citizenship:

- BA – University of Virginia (Psychology).
- MEd – University of Virginia (Educational Psychology).
- PhD – University of Texas-Austin (Educational Psychology).
- Professor – University of British Columbia 1970-1985 (Educational Psychology)
- Corporate Consultant, Program Designer, Trainer, and Evaluator (1986-present)
- Learned to combine Best Practices from Education & Business
- Citizenship – American & Canadian