

EMERGE Mentor Orientation

12:00 p.m. (ET) May 16, 2024

EMERGE

Trinity Health Mentoring Program



Housekeeping

- To minimize background noise, all participants are on 'Mute'
- If you have a camera AND are able, please have your camera on
- If you have a question or would like to make a comment, please use the 'Raise Hand' button OR place the question/comment in the chat
- This session will be recorded

Team Emerge



Kelly Choyke, PhD
Regional Director
(CA, ID/OR)



Dawn Haywood
DEI Consultant
(System Office)



Claire Ofiara
DEI Program Manager
(System Office)



Agenda

- Welcome and Introduction
- Reflection
- Opening Remarks
- Overview of Cohort 9
- Mentor Testimonial
- Orientation
- Closing Remarks

Dawn Haywood

Claire Ofiara

LaRonda Chastang

Kelly Choyke

Angela Rifai

Sigred Group

LaRonda Chastang

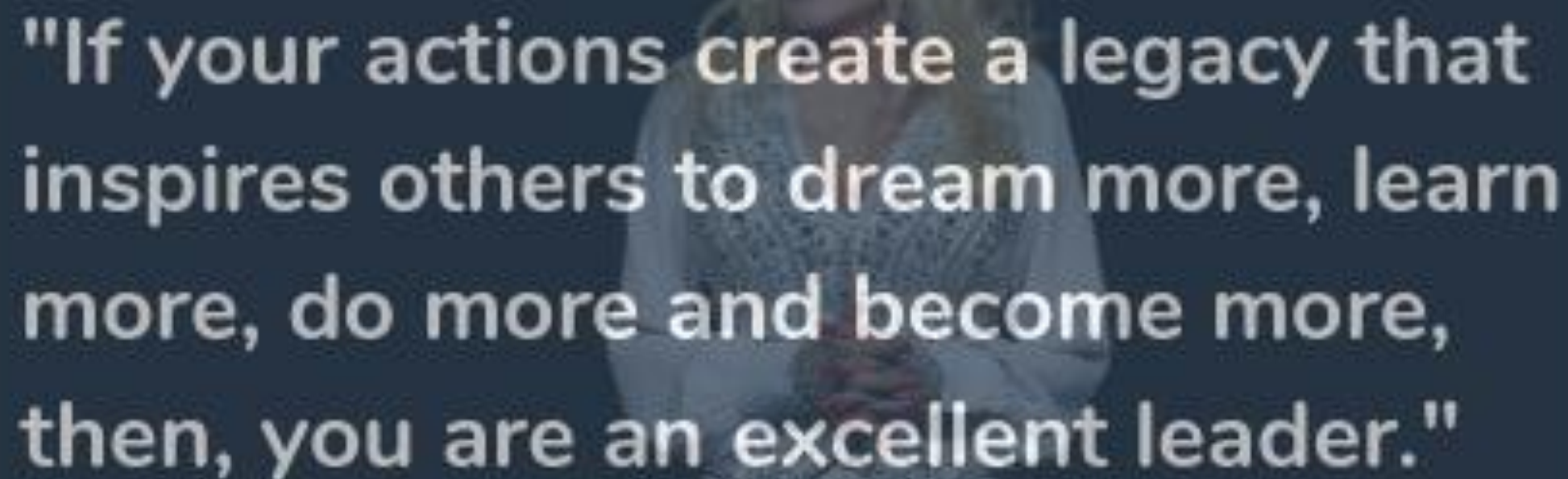
Reflection



Claire Ofiara
DEI Program Manager
(System Office)



“



"If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then, you are an excellent leader."

Dolly Parton

Opening Remarks



LaRonda Chastang
SVP Diversity, Equity, and
Inclusion



Overview of Cohort 9



Kelly Choyke, PhD
DEI Regional Director
(CA, ID/OR)



Welcome to Emerge



“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.” – Maya Angelou

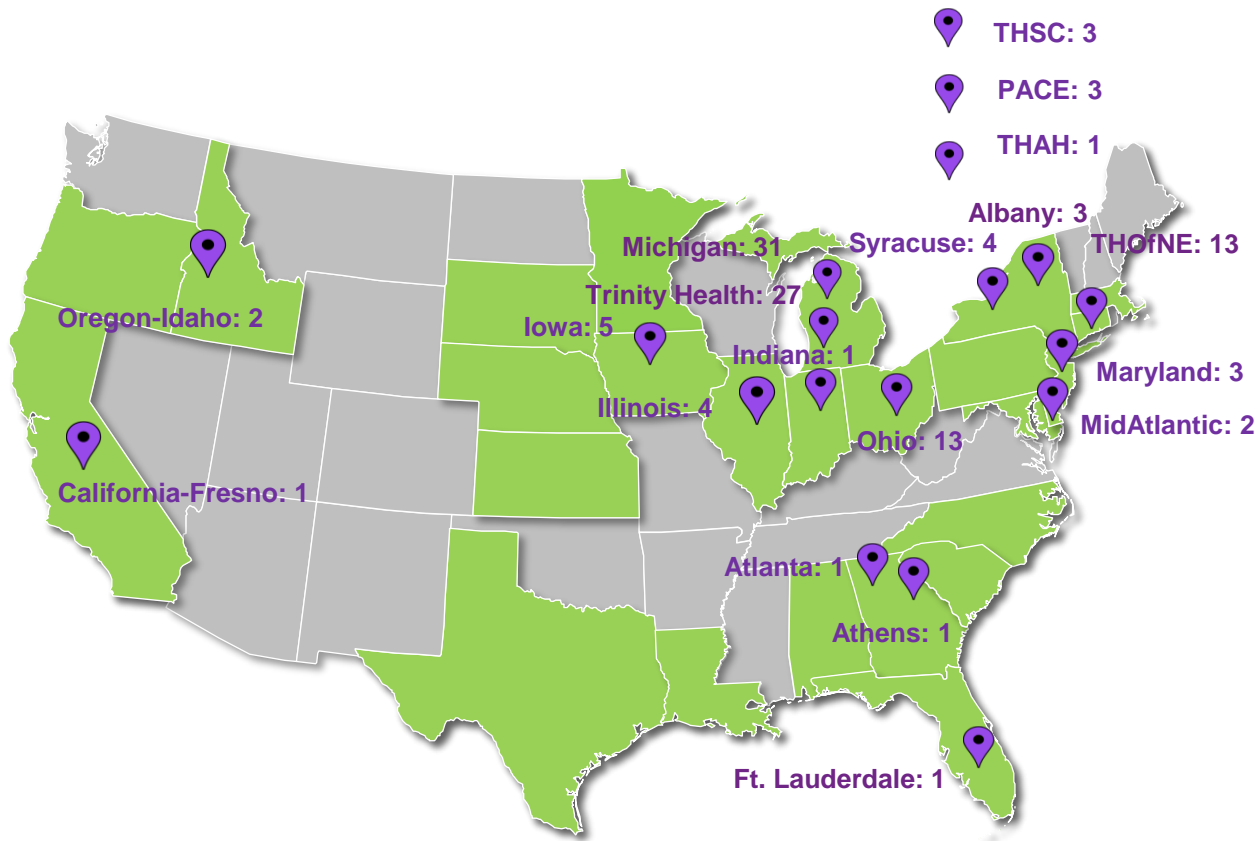
Mentor Testimonial



Angela Rifai
Workforce Administration Manager
Trinity Health



Emerge Cohort 9

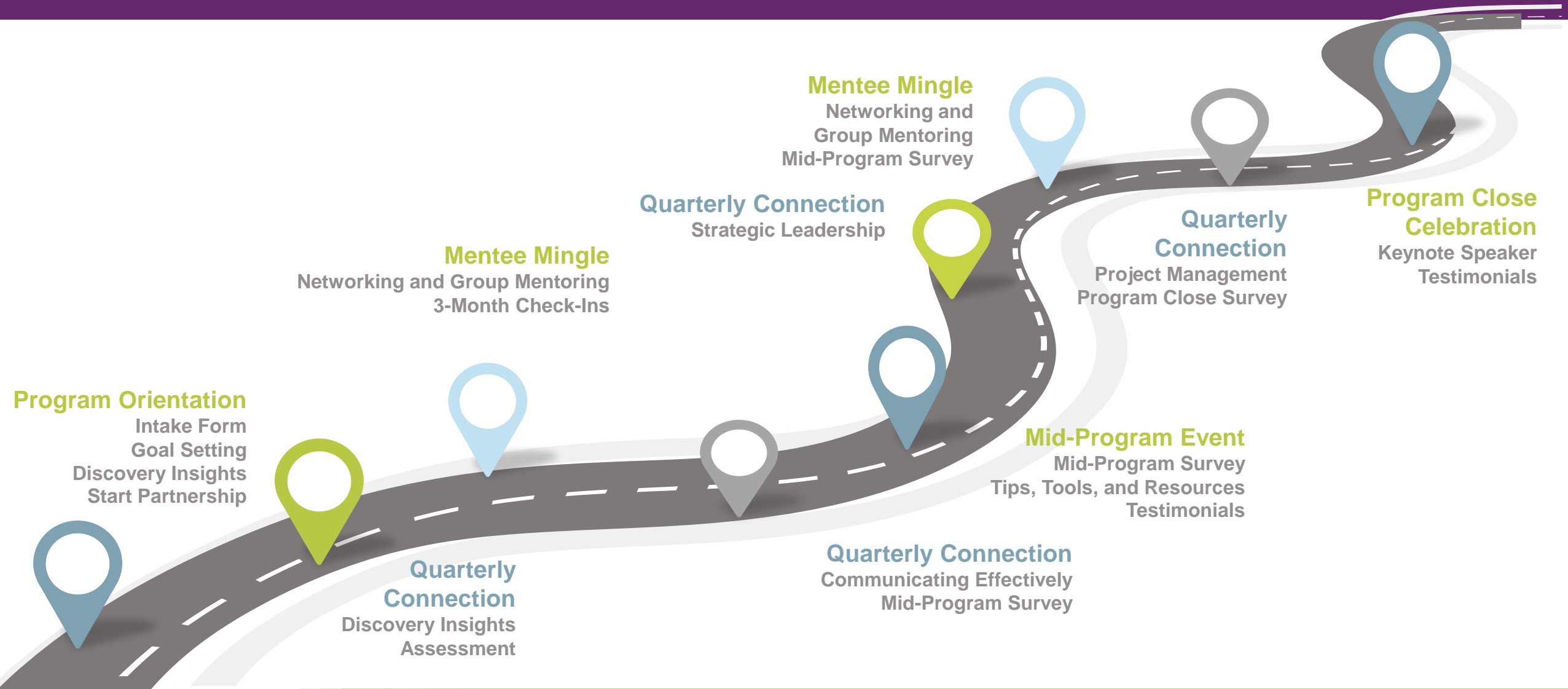


EMERGE

Trinity Health Mentoring Program

- 119 mentees with every ministry except Pittsburgh participating
- New resources, opportunities for professional development, and both a mentor and a mentee web platform are now available

Your Emerge Journey



Mentoring – Best Practices



Kristi Stepp
Sigred Group Partner



CONGRATULATIONS!



As you start this mentorship journey, you will also benefit personally and professionally.

The Best Mentors



- Share qualities of their best mentoring experiences
- Set the tone of the mentorship
- Build trust
- Develop confidence and competence in their mentees
- Proactively minimize fear

Setting the Tone

- Mentee leads
- You create a safe space and lay the groundwork for trust
- You lower the stress from the start
- Allow for flexibility:
 - “What would serve you best today?”



Shadow of a Leader



- Your title and work in the organization impact how you are viewed
 - Personal Power
 - Position Power
- You may have to deconstruct some of your position power as you mentor and build your relationship

Power Dynamics

- The Shadow of a Leader
- Position Power
 - Your title and work in the organization impact how you are viewed
- Personal Power
 - You may have to deconstruct some of your position power as you mentor



Building Trust

- The mentee may feel apprehensive to share certain information that they view to be career limiting
- Yet, that may be where you can add the greatest benefit
- Focus on and prioritize relationship over accomplishment of action items



Minimizing Fear



- Minimize fear-driven behavior:
 - Mentees may reschedule or cancel meetings because they do not want to disappoint or miss action items
 - Set the tone early – success is about accomplishments and overcoming challenges
 - Focus on learning opportunities and ways to realign for success

The Power of Silence



- When there is silence, we often want to fill that space
- The best reflection happens in silence

Competence and Confidence

- Using a model to diagnose learning opportunities can be valuable
- Work issues/opportunities often are a blend of competence and confidence challenges
- “If you can name it, you can do something about it”



Competence and Confidence



UNCONSCIOUS INCOMPETENCE

▼ _____
You are unaware of the skill required and lack competence



CONSCIOUS INCOMPETENCE

▼ _____
You are aware of the skill and your lack of competence

UNCONSCIOUS COMPETENCE

▼ _____
Your ability to perform the skill is automatic and at a very high level



CONSCIOUS COMPETENCE

▼ _____
You have the ability to perform well, but need conscious thought and effort



Powerful Stories



- Your mentee should do most of the talking in your meetings
- You will have great examples of similar experiences that have helped you grow
- Ask your mentee for permission to share your story
- Leave time for them to reflect on the story you shared



**What do
you see?**

Perspective – Heroes, Victims, and Villains

- You can add great value by helping your mentee gain perspective
 - Listen to situations
 - Help your mentee “deconstruct” the story
 - Move to a “neutral” space to achieve greater success

Validate and Inspire



- As your relationship develops with your mentee, you both will grow
- Through the investment of your time, you will
 - Validate
 - Inspire

Best Practices to Validate and Inspire

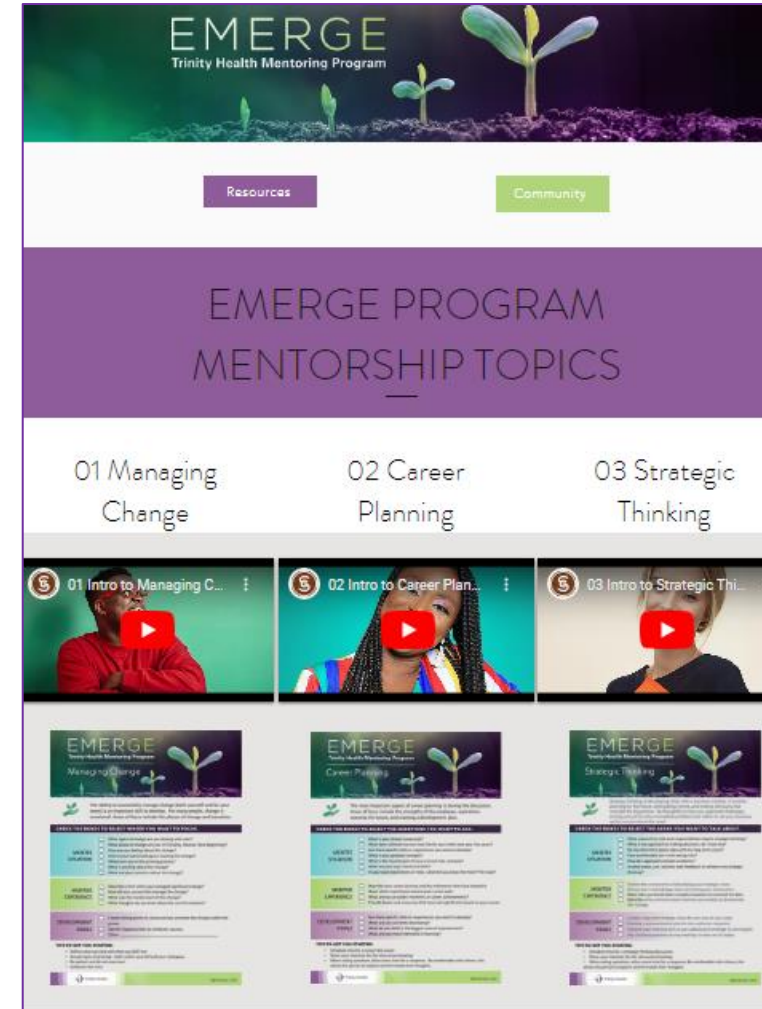
- Practice active and reflecting listening
- Demonstrate empathy
- Provide positive reinforcement and encouragement
- Lead by example
- Challenge your mentee to step out of their comfort zone
- Celebrate success



The Platform

Mentorship Topics

- Introduction videos
- Discussion Checklists
- Other useful tips
 - 25 ways to strengthen your network
 - The Four Levels of Competence
 - The Delegation Decision matrix



The Platform

Live Events and Additional Resources

Schedule of Live Events

- Office Hours
- Program workshops/webinars
- Mentee Mingles and Quarterly Connections

Additional Resources

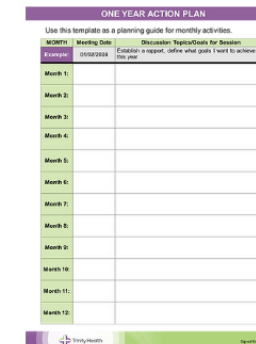
- Goal Setting Worksheet for Mentee
- Your one-year action plan
- Mentorship meeting documentation
- Emerge FAQs



What is Mentoring?



One-Year Action Plan



Meeting Documentation



Closing Remarks



LaRonda Chastang
SVP Diversity, Equity, and
Inclusion



Thank You for Your Participation in and Support
of Emerge!

EMERGE

Trinity Health Mentoring Program



The Sigred Group Emerge Program Team



Shannon Allen
Sigred Group
Emerge Program
Manager



Kristi Stepp
Sigred Group
Partner



Mike Dergis
Sigred Group
Partner



Mentor Program Timeline - Important Dates 2024-2025

- Program Orientation:
 - **Mentors: May 16, 2024**
 - Mentees: May 22, 2024
- **3-Month Check-In**
- Quarterly Connection: Discovery Insights: June 18, 2024, 11:30 a.m. (ET)
- Quarterly Connection: Communicating Effectively: Sept. 10, 2024, 12:00 p.m. (ET)
- Mentee Mingle: Oct. 4, 2024, 12:00 p.m. (ET)
- **Mid-Program Survey: Oct. 2024**
- **Mid-Program Checkpoint Session: Nov. 20, 2024, 12:00 p.m. (ET)**
- Quarterly Connection: Strategic Leadership: Dec. 3, 2024, 12:00 p.m. (ET)
- Mentee Mingle: Feb 7, 2025, 12:00 p.m. (ET)
- **Program Close Survey: Feb 2025**
- Quarterly Connection: Project Management: March 4, 2025, 12:00 p.m. (ET)
- **Closing Session: April 23, 2025, 12:00 p.m. (ET)**