



Accounting & Financial Women's Alliance  
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SERIES

# MODERN MENTORING

The new culture of advising

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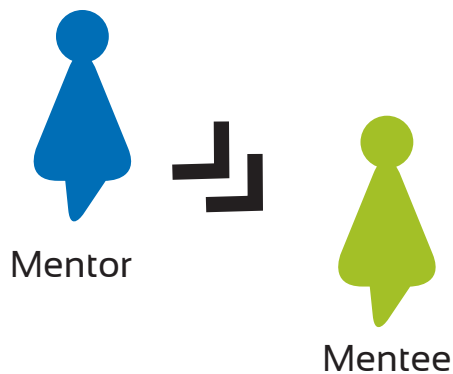
# WHY MENTORING?

## 5 Reasons to Consider a Mentor Program at your Organization

Many organizations are hesitant to start a Mentoring Programming because of the amount of work involved, or resistant to change a current program, because of lack of interest. However, modern mentoring programs have broken the mold of traditional programs. These programs can allow for more flexibility, fewer resources, and less time commitment.

- 1 >> Successful people have mentors
- 2 >> Encourages diversity
- 3 >> Both parties grow through engagement
- 4 >> Keeps qualified candidates in the leadership pipeline
- 5 >> Inspires a team mentality

### Traditional Mentoring Model



TRADITIONAL MENTORING programs focus on a few eager young professionals paired with select 'qualified' executives. Pairs tend to be assigned according to timing - who needs a mentor and who is available. Evaluation of skill is not always considered in these traditional programs.

Traditional, high-touch, formal mentoring programs are time-consuming, costly, reach few people and require many resources.

TRADITIONAL MENTORING		MODERN MENTORING
Fixed/Rigid	>>	Fluid/Flexible
Face-to-Face		Virtual
Long Term		Timed as Needed

MODERN MENTORING is more simply defined as connecting people to learn from one another about development needs, skills, interest areas, and competencies that are relevant to their daily work.

Newer mentoring models allow people to form mentoring networks, open the lines of communications, and offer flexibility for pairings to meet on schedules that work for them.

## MODERN MENTORING CULTURE

**TOP-DOWN BUY IN:** The leaders of an organization have as much invested and gain as much from the program as the up and coming professionals.

**NETWORK:** Instead of formal one-on-one pairings, participants create advising networks including multiple connections for specific skill based needs.

**STOP SAYING MENTOR:** Mentor/mentee language implies one person is 'above' the other – an advisor can be a colleague, a new employee, anyone – above, below, beside you. It allows for us all to learn from one another.

**SKILL BASED:** Participants seek out the guidance and advise of others based on needs in a specific skill set, such as management, technology, or career growth.

**FLEXIBLE PARTICIPATION:** People don't want the long-term commitment, and they may not always have a need for an advisor. But as responsibilities change, the need for an advisor changes. People want to flexibility to come and go.

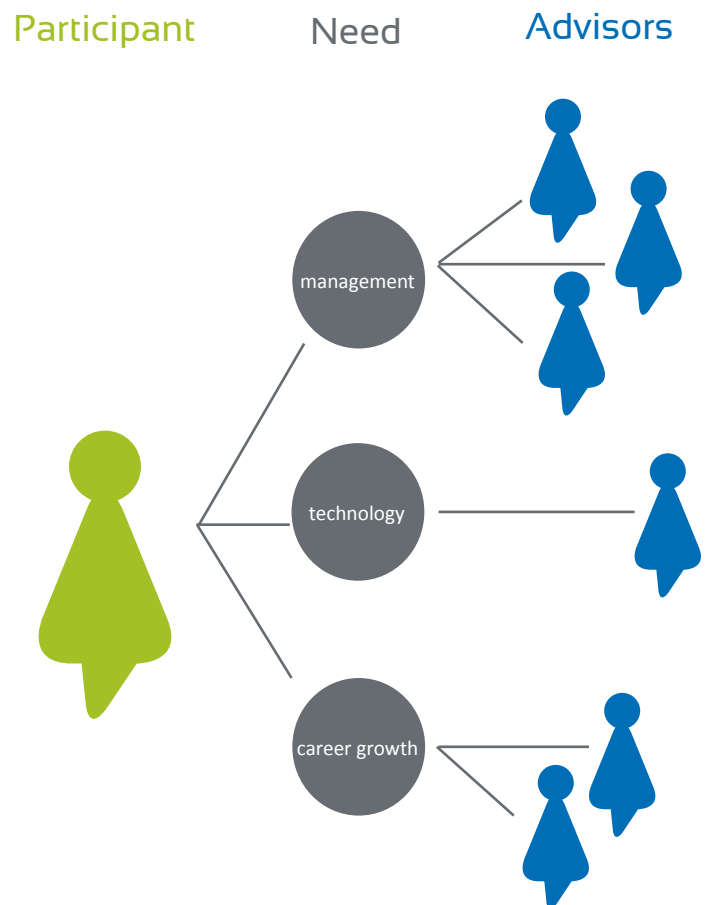
**TWO-WAY STREET:** Participants ask questions of others as much as they promote their own knowledge and skill sets.

**VIRTUAL COMMUNICATION:** Your advisor may not always sit at the desk down the hallway. Advisors may work for other branches or even other companies. Modern technology allows participants to communicate with anyone at anytime.

## COMMUNICATION TOOLS

- In Person
- Skype/Facetime/Google Hangouts
- Social Media: Facebook/LinkedIn
- Internal Online Communities and Forums
- Email
- Texting

## MODERN MENTORING MODEL *(example)*



# START A MENTOR PROGRAM

## Build an advising network within your organization

- 1 >> Ask participants to identify both their personal needs and the specific skill sets they may be able to share with others. Also identify communication and time preferences for each participant.
- 2 >> Develop a single platform, as simple as a common spreadsheet, to identify the skill sets and preferences of participants.
- 3 >> Frequently promote and encourage participants to utilize the platform as needs arise.

## BUILD YOUR PROFESSIONAL NETWORK WITH AFWA

Membership in the Accounting & Financial Women's Alliance has its benefits, one of many being a built in national network of accounting and finance professionals. Here are a few examples of how AFWA allows you to build a bigger more powerful network.

1. **LOCAL EVENTS:** AFWA has more than 70 local Chapters throughout the nation. Most Chapters meet monthly and offer networking and education events where you can connect with local accounting and finance professionals in your community.
2. **NATIONAL CONFERENCE:** The annual AFWA National Conference brings together hundreds of accounting and finance professionals from across the country. Connections made here can bring long-term value to your career and personal growth.
3. **ONLINE COMMUNITY:** AFWA is active on a variety of social media platforms, including LinkedIn, Facebook, and Twitter. Connect with other professionals using AFWA as your common link.
4. **MEMBER DIRECTORY:** AFWA members have access to a membership directory on industry professionals. Your network of contacts is simply a search and a phone call or email away.

