

Commitment to Success

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Mentoring to Meet Goals—Building Partnerships

Reaching out to others through mentoring is a great way to connect their goals and aspirations with your ability and opportunity to help them learn and grow.

Connecting on an emotional level or from the heart is what works best in building partnerships with team members.

“People may be instructed by reason, but they are INSPIRED by passion.”

~Chip R. Bell, author of *Managers as Mentors*

As a leader, you will build partnerships in several ways.

Today, I share three mentoring lessons that have served me along the journey through life and leadership.

♦ **KINDLING KINSHIP:**

The Power of Rapport

♦ **LEADING BY EXAMPLE:**

Be the change you want to see

♦ **COMMUNICATING WITH CLARITY:**

The art of effective communication



heart

KINDLING KINSHIP: The Power of Rapport.

As a leader and mentor, seek first to understand your team members and protégés.

The first step in any relationship is to connect with each individual on a personal level. Ask questions that will give you an idea of their expectations and aspirations. Set out to build a partnership between you and your protégé that will result in meeting their goals.

Be clear about your expectations as the mentor and build rapport through allowing the protégé to feel safe in finding his or her own way. The role of the mentor is to provide resources to assist the protégé in formulating his or her own plan of action.

LEADING BY EXAMPLE: Be the change you want to see.

As a leader in Toastmasters, you have the opportunity to model best practices at all levels of leadership. Starting with your club, you may best mentor others by signing up for meeting roles to teach others how best to serve in the particular leadership role. Mentor a new member through the Competent Communicator manual by completing your own CC. Each speech you do will model to your protégé how to complete the project. Then, when you both complete the 10 speech projects, your club will have achieved one educational goal— 2 CCs, for recognition towards the Distinguished Club Program goals.

COMMUNICATING WITH CLARITY: The art of effective communication.

Leading with confidence and the heart of a servant is the most effective way to influence others to follow your lead. As a district officer, you must connect with your team members in a way that will encourage and motivate them. Building partnerships through clear communications will help members reach personal goals, area and division governors reach their success goals, and ultimately, the district will reap the benefits of members and clubs achieving personal and Distinguished Club Program goals. Make sure that your message is clear and consistent through face-to-face, telephone, and electronic media.

Communicate from the heart with passion and sincerity. Build partnerships to mentor others in setting and reaching their goals. Lead in such a way that the team will say, “We did it ourselves!”

*There's No Place Like Toastmasters!
All Roads Lead to Success!*

NOTE: This document is available for download at: www.pamelamccown.com/resources You are invited to share this resource with your team members.