

## **Mentoring – How to Find a Mentor, How to Become One**

What difference would it make in your life if you had a mentor? Do you know how to go about finding a mentor? Do you know how to become a mentor? What difference would it make in your organisation to unlock the potential of mentoring?

**Bobb Biehl** is an executive Mentor. In 1976, Bobb founded Masterplanning Group International. He has consulted personally with over 500 Senior Executives. He has met one-to-one with over 5,000 executive team members and invested an estimated 50,000 hours in private sessions with some of the finest leaders of our generation. Based on thousands of hours of practical experience, he has originated 40 tools (books, tapes, notebooks) in the area of personal and organizational development. For over 31 years, Bobb was on the board of directors of Focus on the Family. He holds a bachelor's ('64) and a master's degree ('66) from Michigan State University. Bobb and his wife, Cheryl, have been married since 1964. They have two adult children, two grandchildren, and four great grandchildren. [www.BobbBiehl.com](http://www.BobbBiehl.com)

**Who have been your mentors? Who have been your protégés? What advantages?**

### **1. MENTORING**

Ideally, mentoring is a life-long relationship  
in which the mentor helps the protégé realize her/his God given potential.

Mentoring ... protégé's agenda ...

Relationship + two very specific/profoundly simple questions:

\* What are your plans? How can I help?

### **IS NOT**

Evangelism ... My agenda ... change your mind ... sell you!

Discipleship ... My agenda ... teach you ... 10 steps to spiritual maturity

Model ... My agenda ... teach you ... my thoughts ...

No personal relationship ... lived 300 year ago ... Martin Luther = No!

### **MISCONCEPTIONS ABOUT MENTORING**

\* Mentors are at least 83 years-old

\* Mentors must be perfect

\* Mentors have all the answers

\* The Mentoring process is a curriculum the mentor teaches the protégé

\* A mentor's focus is holding a protégé accountable

**NOT ALL IDEAL** ... a mentor's attitude ... for a one hour ride to/from the airport

☐ Assigned mentors

☐ A mentor's perspective when speaking

☐ Parenting vs. mentoring

**ANY ADULT CAN BE A MENTOR** ... not everyone should be ... at this time!

## **2. BENEFITING:**

\* HEAD START ... Professionally

\* SECURITY ON THE MOUNTAIN OF LIFE ... Personally

\* BRIDGE TO NEXT STEP ... Developmentally

## **3. APPROACHING a mentor / protégé?**

☐ "One of your \_\_\_\_\_"

☐ Parameters ... define time assumptions

**\* Your Lifework?**

☐ BOOK / Booklets – Mentoring ... available at ... BobbBiehl.com

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